App. F. IX-4

1934. (SHA)

File No. 444-34.

Serial Nos. 1

Previous References

Edn 2-23 (12 H4)

Later References.

Edn. 55-33-1-3.

" 106-37,1-4

" 35-37,1-2

Edn. 127-39(1-2)

Jda 380-40(1-7)

GENERAL AND REVENUE SECRETARIAT.

CB. 240-41-1

Edn 77-45-1.

Edn 65-44,7-10

Serial Nos. One.

Part B for Feb 35

SUBJECT.

Revision of scales of pay of the Tutorial Staff of the Arts and Science College of the Mysore University.

(1)

No 4 6897-9 a 20.2.35

To the Commissioner
" Registrar, Engg. Institute
" Comptroller.

WD 01965—GPB—15,000—7-7-34

Sanctions

3764

App. F. III—2]

General and Revenue Secretariat. Univ File No. 159 of 1927.

Serial No.	
1.	Letter No D 6717 29/10/29 from the Comptr requesting orders for fixing the Scale of permanent and temporary appointments in the Secretariat grades in the Univ of the (1) The Univ may be consulted in the matter. Draft is accordingly submitted for appl or other orders Bkle 16/11/29 (4) For perusal before issue Cl. Secy (3) Seen 22/11. (4) Seen 22.11.29 Cl. 21.11.29
2	To the Registrar. Vide No D 5514 9 dated 28/11/29 called for the opinion of the Univ in the matter referred above

Sup A

Reminder No 78 dt 17/3/31 from the Comptr requesting orders about fixing the Scale of permanent & temporary appointments in the Univ

NOTE—Contn. sheet.

App. F. III—2]

General and Revenue Secretariat. File No. 169 of 1929.

Serial No.	
	5) A copy of the Comptroller's letter dt 29/10/29 was sent to the Dept. Secretariat for opinion. The Letter has not yet furnished the opinion. But as being reminded, he furnished certain Statements to the Comptr. and made certain suggestions re the audit of the Establishment vide q the Ltr of the Comptr in his letter no 2312 dt 17/30 A copy of this letter has been furnished to Govt also vide enclosure to Reply to Reminder no 4258 dt 24.4.30. The Comptr's letter remains undisposed of yet and a reminder dt 8.4.31 received from the Comptr to expedite the reply. The Govt are perhaps under the impression that the matter has been disposed of. May the Govt be requested to furnish their views in the matter of fixing the scales?
X S	6) Submd for orders 8/4 4/4/31 - 6.4.31. 7) A. yes Ca 8/4 8) Draft subd 8/4 10.4.31. 9) Issued Ca 14/4 Recd 31 — Issued [illegible]

NOTE—Contn. sheet.

EDUCATION BRANCH
17. APR. 1931
GEN. & REV. SECTT.

(3)

C. O. 27 Gl.] 2nd **REMINDER**

COMPTROLLER'S OFFICE.	REPLY.
No. 78	No.
Dated the 14-4-1931.	Dated the ....193 .
To The General Secretary To Government, Bangalore.	To *The Comptroller to the Government of H. H. the Maharaja of Mysore.*

SUBJECT.

Re fixing the scale of appointments in the several grades of the tutorial staff of the Colleges as requested in this office letter no 2-67/C. A-D of 28/4/1929.

10.

OFFICE MEMORANDUM.

I ~~has~~ the honour to invite attention to the marginally noted communication (and the subsequent reminders thereto) and to request that this office may be informed in the column opposite, of the cause of delay in furnishing a reply and of the approximate date on which a reply may be expected.

No. 383 C. A. D date 3/2/31

This office may be favoured with a reply to this reminder ~~not later than the~~ early

I have the honour to be
Your most obedient Servant.

10) 14/4. Has it reached yet?

R.V. Narasimha Rao
For ~~Assistant~~ Comptroller.

16/4

17/4

WD 02503—GPB—6,000—4-7-30

(4

~~1115~~

1115

G. R. S. III—3]

ROUTINE NOTES.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

---

15) The enclosed file is placed below Sub-Reference is invited to para 8 of the note in the file. The Govt have been requested to expedite their reply to the Comptroller's letter about fixing the Scale of Pay in the Govt

12) Sub- After General Secretary's remarks on the remainder from the Comptroller

13) The enquiry will be closed when a reply may be expected

17-4-31. Gen. Secy

17/4/31

14) Yes

22/4/31

22/4

15) Draft Sub

16) Issue

24/4/31

24.4.31.

Issued No E 1395 dated 28/4

Sec A

Sec A

N. B.—Should routine notes be written on small slips the notes must be copied, or slips pasted on, this form.

1434 15

App. F. III—2]

General and Revenue Secretariat — File No. 189 of 1929.

Serial No.	
	letter no 2690 d 2 6/5/31 from the Rep. Purpose Minute stating that in the circumstances mentioned a report will be sent to Govt in June.
	(17) Mbd with reference to para 7 & 8 of the Note.
	(18) Further report may be awaited
	(19) II Mbd
	(20) Ltr

GENERAL SECRETARY. 12 MAY 1931 No.....

OFFICE OF THE SECOND MEMBER OF COUNCIL 13 MAY 1931 No. 9991

GENERAL SECRETARY. 14 MAY 1931 No.

Simla
June 1931

EDUCATION BRANCH 14 MAY 1931

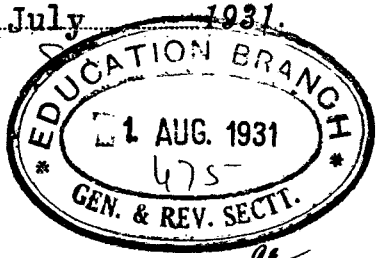
NOTE – Contn. Sheet

WD 02553—50,000—GPB—8-7 30

GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE.

Comptroller's Office, Bangalore,

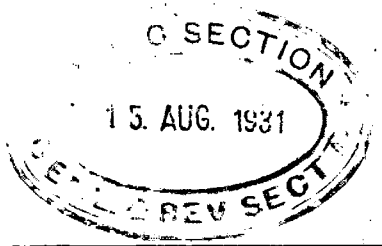
No. 54/TAD A(i) Dated the 30th July 1931.



R. Ranga Rao Esq., B.A., B.L.,
Secretary to the Government of Mysore,
General Department, Bangalore.

Sir,

Separate Subject. With reference to Govt. Order No.D.7546-7/M.100-30-4 dated 19th January 1931 requesting the Registrar, Mysore University, to frame a fixed scale for each grade and in the meanwhile to furnish to this office a list of sanctioned appointments etc., I have the honor to state that the list of appointments referred to above has not been received in this office in spite of the Registrar being reminded of it more than once and to request therefore that arrangements be kindly made for the list being



being furnished as early as practicable.

I have the honor to be,
Sir,
Your most obedient servant,

Deputy Comptroller

CV

G. R. S. III—3]

ROUTINE NOTES.

[To be used only for notes, requisitions, etc., not intended for permanent record]

(21) Libd for perusal and orders with reference to flag J. with linked ple —

Ju 189-19 (Mo 287)

(22) Please ask Regr. why the list has not been furnished to the compr.

Rly 8/8/31 8/8/31 8.8.31

Ce 11/8

(23) Draft libel (24) Seen

Rly 13/8/31 8/8/31 13.8.31

Issued vide E 208 dated 17/8

Encs A

N. B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

W. P. 1860—GPB—1,50,000—25-21

EDUCATION 14 SEP. 1931 GEN. & REV. SECTION

763

G. R. S. III—3]

ROUTINE NOTES.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

Letter No 4178/12/9/31 from the Regr Supreme Court stating that a list showing the Sand Appts. in the Munsif has been prepared and will be furnished to the Compr when appd

(2) Subd for perusal. No further action is necessary here. The papers will be filed

(2) Send copy to the Compr

28/9

(1) B 2f(Subd for appl

28) Issue

2/X

31.

3/9/31

Issued No 1345 dated 6/10/31

TYPING SECTION
2 OCT. 1931
GENL & REVISION SECTT.

N. B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

Serial No.

29) The question of fixing the scale of the several appointments in the University and ~~the question of making~~ certain temporary appointments permanent has been pending for a long time. The temporary appointments are being continued year after year pending the final settlement of the whole question. The Comptroller has been repeatedly requesting that to settle the question to enable him to exercise a proper check over the salaries claimed with reference to the sanctioned scales. The University were hitherto replying to the communications from this office, that they could not take up the question earlier as the scheme for the reorganisation of the Course of studies for the several examinations in the University had not completely been given effect to. Now that the final year classes in the Hons Courses have been opened, the scheme referred to has been given effect to in full, and the classes have already worked for a term, it may be possible for the University to gauge the actual requirements in the ~~Teachers~~ also the ministerial & menial establishment and Professorial staff of the several Constituent and Intermediate colleges.

30) Submitted for orders whether the University may be requested to take up this question and forward proposals in the matter with a proposition statement verified by the Comptroller subject to the conditions that the said

NOTE—Contn. Sheet.

Uni File No. 189 of 1929 | General and Revenue Secretariat

proposals do not involve the payment of any extra cost and the grant to the University shall not in any case exceed Rs. 9.5 Lakhs in the next and the succeeding years.

HD 17/12/31 — Words.

31) With reference to the University Registrar's letter of 12.9.31. perhaps he may be reminded again if approved.

32) yes 26/12

33) Submit with a draft D.O. letter to the Registrar

HD 21/12/31

34) Issued 6/1

Issued No E 2617 dated 7-1-32

35) No reply has been received from the Registrar till now. Another D.O. reminder is submitted for approval

HD 8/2 21

36) Issued 20/2

D.O. Letter No 773 dated 7th March 1932 from the Registrar Univ. forwarding copies of his letters to the Comptroller and his reply and stating that the requirement of the Comptroller are being attended to.

Extract of Note from P.D.D.

37) Submitted for perusal. Further reports if any may be awaited.

HD Sr. 8/3

38) "Yes" dated 16/3

Sri S.K.G. 1/9/32

17/8/32

General and Revenue Secretariat — File No. 184 of 1929

Serial No. 39

Submitted with another D.O. reminder as no reply has been received from the University.

Sd/ 21/9/32 — 22.9.32

40) Issue 22/9

Issued No E1084 dated 23/9/32

TYPE
22 SEP. 1932
GENL. & REV. SECTT.

Cons A

EDUCATION BRANCH
3 OCT. 1932
GEN. & REV. SECTT.

41) No reply (not even an ad-interim) has been received from the University to the D.O. letter dated the 23rd Sept 1932. The question of fixing the scale and making certain temporary appointments permanent in the University has been pending with the University for the past three years and more. The University was requested to take up the question ~~in this office letter dated~~ and private proposals not later than the month of February 1932 (vide Para J and also Paras 29-34 of the notes). Since then the Ist A and Inter courses have been introduced; the course in the Intermediate leading to Engineering and Medicine have been abolished; the Intermediate Colleges at Shimoga and Tumkur have been ordered to be closed from 1933-34 and the Arts section of the Women's Intermediate College Bangalore has been transferred to the Maharanis College. Hyderabad having thus firmly settled down in the University, it ought to be possible for them to keep the actual requirements in the tutorial and

NOTE—Contn. Sheet.

WD 70—GBPM—60,000—13-8-31

Professorial staff of the several departments of the University and also in the ministerial and menial establishment of the several Arts and Science (both Constituent and Intermediate) colleges and fix the scale in the several establishments. Recently in connection with their proposals to promote certain members of the University staff, the Registrar has been requested to take up the question of confirmation etc in a comprehensive manner and forward proposals to that (Flag K).

E 1725 / Misc 66-32-3 9/16 11/32

A

(2) Submitted for orders whether the Registrar may again be requested to take up the question immediately and forward proposals to that effect before the end of January 1933 to enable Government to pass orders on the matter within the budget time limit.

(3) It is also submitted that the Comptroller has been, in almost every file that is unofficially referred to him for verification, stating that, in the absence of a definite scale [illegible] in the permanent and temporary establishment of the University, it is not possible to correctly verify the pay and that the emoluments drawn by the officers being treated as personal to the incumbents.

(4) Action may be taken on the Orders of Government in G.O. No. 1746-Edn dated 15-11-32.

5338

GENERAL SECRETARIAT 12 DEC 32 No.

10/12/32 Sec'y (Edn) 7/11/32

10.12.32.

I Member

Hon'ble Finl Secy

13/12

14/12

Hon'ble Finl Secy

3046/31

General and Revenue Secretariat — File No. 189 of 1929. [App. F. III—2

Serial No.

46) Submitted with a draft to abbd
Sta 7/1/33 Gen 7.1.33. 47) Pse. for approval
Gen Secy 9/1
11/1
48) Secy 11/1

Immd No E 2343 dated the 6th Jan 33

letter no 17460 of 16/12/33 from the Regr. Mysore Univ forwards with an explanatory memo of the V.C. Certain Statements in respect of fixing the Scale of Staff for the various Colleges and requests sanction to the Scheme.

—

Do. letter no 17491 of 16/12.2.33 from the same officer States that the prescribed Statement is not in the printed form and has not been received by the Comptr. & that the Scheme may be considered on its own merits in the light of the V.C's memo

49) The V.C's memo explains the need for the Scheme for the revising the Grades now proposed. The Statement of proposition has not been received by the

GENERAL SECRETARY'S OFFICE 9 JAN. No

RECEIVED 18 JAN 1933 GEN. & REV. SECTT.

NOTE—Contn. Sheet.

19

File No. 184 of 1929 | General and Revenue Secretariat

Compt. as required by Rules. But the Dept explains why this could not be done in his D.O letter. The Statement flagged X gives the proposals in brief and shows also the cost involved. The net increase in cost is calculated at Rs 7668 13/18 per mensem. It will be seen from the Statement that an increase in the ~~number~~ is proposed under Professors & Asst Professors and two additional posts of Superintendents on Rs 400 are to be created for the two Int. Colleges at Mysore and Bangalore. The proposals ~~are based on the existing arrangements~~ aim at continuing the existing number in regard to other cadres ~~as at present~~ and at the absorption of all the appointments which are at present being continued on a temporary basis.

50) It is for orders whether the Scheme may be considered without getting the Statements duly verified by the Compt

51) Subd.

52) The Compt has raised this qn at the outset & is reminding us for the reply. The qn is long pending. The Compt's verification of the Statements now sent up by the Univ is perhaps necessary and cannot be done away with.

Gen. Sec'y) 27/2

Jaipur 28/2

* Separate file about this has been Subd. for orders, today 27/2

21/11/33 31.3.33.

ENTERED SECRETARIAT No.

Fixing the scales of pay of the several posts on the teaching staffs of the Univ

[App. F. III—2

General and Revenue Secretariat — File No. 109 of 1929.

Serial No.

5.2) The Statements are not in printed form. Draft to the Govt. Engineer is put up for appl.

54) Subd.

Ref 8/3.33. 55) Issued 7/3

7. MAR. 33

Letter No 3061 dt 10/3/33 to the Govt. Engineer — Calls for verified proforma Statement.

EDUCATION BRANCH 21 MAR. 1933

56) An important communication with this must have been submitted to me, before returning the essential statements with a summary report to consider the proposals formally (as required by the Govt) without a proforma to — from the note on the previous page it would seem that the estimated amount is Rs 9200 p.a. If so there is no chance of the proposals being considered & there is no object in pursuing the matter further & the compilation of the hundred proforma & verifying an elaborate proposition etc.

I want first to examine these proposals formally. Meanwhile keep back any the Statements which were returned. (by Govt the applicants)

OFFICE OF THE FIRST MEMBER OF COUNCIL 3 MAY 1933 No. 9163

Note—Contn. Sheet.

3/5/33

3/5

WD 70—GBPM—60,000—13-8-31

15 2920 3566

Revision of the scale of pay of the Professors of the University

Uni File No. 189 of 1929. General and Revenue Secretariat

Letter No 20020/289 GAD dated 24th March 33 / 12th April 33 from the Registrar Mde. thereby the Comptroller to forwarding the statement of proposition in duplicate together with the statement of personnel of instructional staff and requesting in the circumstances explained in relation to the revised scale proposed therein with effect from 1-7-33, all the posts in the lowest grade being on the basis of a provisional scale and permanent except the posts on Rs 75 5 100-10-150 under Lecturers which require to the examination after the Close of the Inter College at Shimoga & Mandya

57) The proposition statements together with the remarks of the Comptroller are submitted as directed

58) The previous reference (Con 2-23-66) regarding the last revision of the scales of pay of the lecturers' establishment in the University is also invited for perusal. The statement forwarded by the University proposing is made for the Superintendent of Industrial Schools & Bangalore & Mysore on Rs 400/- each

Flag G.

or The separate reference, had been recently received in the matter, it was ordered that the question may be dealt again. Submitted for orders (Refer. para 56)

Sd 4/5/33 Sd 4.5.33

59) Regd :- Member's minute in Para 56 above.

60) [The proposals of the University are elaborated in the proposition statements now received thro' the Comptroller. The general criteria of the proposals is explained in the Reg's letter (Fin N/1 the V.C's Memo (Fin.). The Proposition Statements ~~verification shows~~ that the extra cost involved comes to Rs 9/84 X 12 = Rs 6808 odd per year].

RECEIVED 9 MAY

I Member Sd 9.5.33 Sd 9/5

Sd 9/5

9344

4325- 4508 46 3566

[App. F. III—2

General and Revenue Secretariat | File No. 189 of 1933.

Serial No.

61) Where are the Regr asked whether information is available in the scales of salaries of tutorial staff in Colleges in Madras Presy

by 30/1/33

Ltr 31/5 N 31/5

62) Draft submitted for approval.

8/6 1.6.33 63) Issued 1/6

8/6

6/6/33

Letter No E 4160 dt 9/6/33 to the Regr. Regarding calls for information re the points at para 61

8 Letter No 25367 dt from the above forwarding a note on the scale of staff in the Madras University.

9 Letter No. 26.261 dated the 23rd June 33 from the Registrar Univ forwarding a copy of letter from the D.P.I Madras on the scales of the salaries of the teaching staff in the Madras Educational Service

64) Submitted for perusal. Further report will be awaited

Ltr 26/6/33 8/6 26.6.33 65) Reference:- Para 61 above:

66) The Regr has stated that inf re the scale of salaries of tutorial staff in Govt Colleges in Madras Presy is not available & that the same will be

NOTE—Contn. Sheet.

TYPING SECTION 5 JUN 1933 GENL. & REV. SEC

WD 70—GBPM—60,000—13-8-31

Conditions of the teaching staff
of the Teaching Staff

File No. 18/7 of 1932/33 | General and Revenue Secretariat

Ordered & Sent on receipt.

(1) He has however sent a note* of the Scale of staff in the Mysore University (according to the 32-33 budget).

(2) Information re the scales of salaries of the teaching staff (Mysore Educ. Service) in the Govt. Colleges & the Mysore Pers., (recd. from the A.P.I. in 1932) has since been sent.

(3) It is stated that info re the scales in private Colleges has been called for & will be sent on receipt.

* B.

* AE OF THE ... JUNE 1933 ... 10642

D
28/6

1st member)

To event
29/6
29.6
28/6

Secy B Hill
1.8.33

EDUC... 1- ... 1933 ... GEN...

2- AU...

Ed. Letter No 2396 of 28/7/33 from the Regr. Mysore University submitting a comparative statement of scales of pay in different places from the information recd. so far and stating that the particulars will be furnished in due course

Regr:- Para 10 above

To Secy for general and orders.

It is stated that the other particulars will be
Secy. 1.8.33 Subd. on exam. of the College time-tables again this
year after the classes are finally formed.

This may perhaps be awaited.

1124

EDUCATION ... 8 AUG. ... GEN. & REV. SE...

D
2/8
Gen. Secy)
1st member)

73) 4/8
4/8

44) 7/8/33

Revision of the grades of the [illegible] staff of the Univ

18

General and Revenue Secretariat | File No. 189 of 1933 | [App. F. III—2

Serial No.

75) Subs with a draft DO. reminder

Hds 18/9/33 — 8/9 21.9.33 — 26 — Issued 21/9

Issued No E 1213 dated 2/10/33

ASR DO letter dated 14/10/33 from the Regr. stating that a reply will be sent early after the Convocation is over.

77) The Convocation was over on the 16th Oct 33. No reply has yet been received from the University. A note & draft reminder to the Vice Chancellor is subs for appl or other orders

Hds 21/12/33 — 8/9 22.12.33 — Regr to 28/ A D.6 the Regr may issue. Draft revised suitably & may issue. — 23/12

DO letter No E 2069 dt 26.12.33 to the Regr. issued —

Vide A

77) No reply having been received from the Registrar, a draft reminder is subs for appl

Hds 2/2/34 — 8/9 1.2.34 — 80) Issued 3/2 — 3.2.34

Issued No E 245 dated 6/2/34

Note—Contn. Sheet.

WD 70—GBPM—60,000—13-8-31

TYPING SECTION 23. DEC. 1933 GENL. & REV. SECTT

EDUCATION BRANCH 3 - JAN. 1934 GEN. & REV. SECTT

EDUCATION BRANCH 6 - FEB. 1934

(47)

1194

Revision / Standardisation & the grading the Interical Staff in the Univ

(81) Subject.- General revision and standardisation of appointments and grades in the University.

(82) This subject was discussed with the Vice Chancellor and the --- Registrar (with special reference to financial aspect).

(83) The University proposals in the file may be examined by the Financial Secretary, with reference to grades and extra cost involved, and, if he considers the extra cost exessive, his suggestions as to the grades and the extra cost --- permissible may be obtained for further consultation with the University.

(Approved by the Member) N/15/3

N/14/3

Fin. Secretary.

Cam. 15-3-34

N 15/3

F 2658/17-3-34

General and Revenue Secretariat Educ File No. 189 of 1929.

Serial No.

7423
9/5

84) In the two files placed below, two important questions regarding the staff of the University are dealt with.

85) (1) The first one relates to the General question of the re-organization of the University Staff and the fixing of the strength of Teaching Staff and the scales of pay.

86) (2) The second relates to the question of giving promotions to some selected officers in the University.

87) The first question of re-organization and revision of the scales of pay has been pending for a long time and has become a matter of urgent necessity from every point of view. So long ago as October 1929*, the Comptroller pointed out the need for fixing the number of appointments in each grade as owing to the want of this there were no means of exercising any check over salaries claimed. The present state of things in the University has been aptly described in the Vice Chancellor's Memorandum of February 1933* as chaotic. This is not too strong an expression. Owing to the fact that some of the staff of the University has been taken over intact from the Old Central and Maharaja's Colleges and that new staff was entertained as necessity arose, on varying scales of pay, there has been a great deal of confusion and overlapping of grades. The presence of a large temporary staff on different scales of pay side by side with the permanent staff has added to the confusion. The following statement shows how the grades are both

* Flag R

* Flag P

NOTE—Contn. Sheet.

WD 02553—G PB—50,000—8-7-30

both large in number and overlapping each other:-

(1) Among Professors, there are five or six grades -

Viz., Rs.350,
Rs.400,
Rs.400-25-700,
Rs.400-30-700,
Rs.400-50-700 and
Rs.500-50-1,000.

(2) Assistant Professors - Four scales,

(3) Lecturers ... - Three scales,

(4) Tutors and Demonstrators - Three scales and

(5) Pandits ... - Seven scales.

Of the staff of Tutors and Demonstrators numbering about 75, a large part is temporary. This state of things cannot be permitted to continue any longer and both Government and the University are agreed on the necessity for revision.

68 The Vice Chancellor has now submitted certain proposals for re-organization with his Memorandum of the 15th February 1933*. The object of the proposals is stated, in the Registrar's letter of the 16th February 1933* to be "to fix and regularize the scale of existing staff with as few grades as possible in each class of appointment, so that the confusion and the disadvantage due to multiplicity of grades and the hardship of individuals on account of the temporary nature of a large number of posts may be removed." (Vide ~~Paragraph~~ (2) of the Registrar's letter). The principles on which these recommendations are based are explained in the Vice Chancellor's Memorandum.* According to the University, the present staff at least will be required to carry on the work of the University. Certain simpler grades of pay have been

* Flag P.

* Flag O.

* Flag P.

Serial No.

been suggested in the proposition statements. The extra cost of these proposals is stated to be Rs.6,784 per mensem or Rs.81,000 per annum.

89) The question for consideration is how to proceed further in the matter and come to a decision on these long-standing and urgent questions. Certain further information was called for by Government and it has been almost fully furnished. It remains therefore for Government to make up their mind and issue orders thereon.

90) With a view to expediting orders, I have had a number of personal discussions with the Vice Chancellor recently. Finally we agreed that the University proposals of February 1933 might be taken up as the basis for discussion by Government regarding the fixing of the strength and scales of pay and that these proposals might, after general scrutiny here be examined by the Financial Secretary to see whether the grades proposed are suitable or whether any modifications might be made with a view to reduce the extra cost as much as possible.

91) I have examined the suitability of the grades and strength proposed and generally agree with the proposals of the University except with regard to the maximum grade for the Professors which may be capable of some reduction. We have information of the latest scales in Madras and

NOTE—Contn. Sheet

WD 02553--50,000—GPB—8-7 3C

and Travancore etc. and our grades may be modified if found necessary, in the light of such information. The other grades proposed seem to me generally suitable. Subject to closer Exam^n I agree that the present staff may be required except a few Lecturers and Demonstrators.

92) As regards the extra cost, some extra cost on account of revision is perhaps inevitable, as most of the staff is now on the minimum pay fixed in a particular grade, and their confirmation naturally involves the creation of fresh grade for them. The University has been providing every year some amount, (e.g., Rs.25,000 in the current year) under "Fresh Grants", for these new appointments. This could not be utilized as the general question has been pending for a long time. In the next year's University Budget also a small sum is provided for. If possible, it would be desirable to limit the cost in the first year to the grants that are made available by the University for fresh expenditure.

93) The second question is in regard to the confirmation of and promotion to, certain members of the Tutorial staff. The University sent up in September 1932* a list of twenty-one names for such special treatment, out of which the First Member selected three names* noted in the Margin. Before this file was circulated to me, I found that a much bigger list of thirty-four names including the names in the first list had been sent up by the University in their letter* dated the

* Flag T.

* 1. Mr. M.N. Pranatharthiharan,
2. " S. Thirumalai and
3. " M. Sesha Iyengar.

* Flag A

Serial No.

the 18th September 1933. It has to be considered whether we should wait for the disposal of the general question of revision or whether any urgent cases out of this new list should be taken up. I discussed this question with the Vice Chancellor and he is strongly of opinion that in view of the difficulties that may arise if only a few individual cases are selected, this matter may be taken up after the general question of fixing the appointments and the scales of pay in the University are first settled. I generally agree with his views. In fact the confirmation of a large part of the temporary staff is involved in the general question.

94) The file regarding re-organization may now be referred to the Financial Secretary for his views and suggestion on the proposals made by the University and on the limits within which the extra cost should be kept. The revision of the scales of pay in the other Departments of Government is being taken up now and it would be quite appropriate if the University staff is also taken up now.

95) I am strongly of opinion that any further postponement of the consideration of the issues raised by the University will be attended with disastrous results. The papers may be submitted to the Dewan for information before further action is taken as noted above.

2447 10/5

96) Dewan

Spk 8/5/34

NOTE—Contn. Sheet

WD 02553—50,000—GPB—8-7 30

97) Spk 10/5 9-5-34

Revision of the grades of Pictorial Staff of the Emis

Emis File No. 89 of 1984

General and Revenue Secretariat

98) Fin Secretary.

Cont.
11.5.84. N 11/5

linked pls
1) Emis 65-33-3
2) — 66-32-10
3) — 65-33-

FE 3246
11/5/84

linked files retained in the Edn. Branch
15/9/84.

For Council meeting - 2.8.34 (26)

Revision of the scales of pay -- University.

OPINION OF THE COUNCIL.

The Scale of pay may be revised as follows:—

Professors:- Present scale	ave. cost	Proposed scale	ave. cost.
(11) 500-50-1,000	8,861 1/9	(7) 700-30-850	5,600 (with Overseas allowance of Rs150
(2) 400-50-700	1,193 1/3	(9) 400-25-700 + 75 Overseas allowance	5,190 to European officers.
(4) 400-30-700	2,333 1/3	(9) " 300-20-400	3,300
		(2) Temp. "	733 and 1/3
(7) plus (2) Temp @ 400	2,800 plus 800		
(1) 350	350		
(25) plus (2) temp.	15,537 and 7/9 plus 800		14,090 plus 733 and 1/3
	16,337		14,823 1/3

Note. The Registrar will be included in the last grade unless he belongs to any other grade

Assistant Professors:-			
Allowance to 2 Superintendents at Rs 50/-	100	Allowance to 2 Superintendents at Rs 50/-	100
(2) 350	700	(27) 200-25/2-300	7,080
(28) 200-20-300	7,466 & 2/3		
(1) 200 plus (3) Temp. 200	200 600	(4) plus (9) temp. 200	800 1,800
6 Temp. 175	1,050		
31 plus 9 temp.	8,366 & 2/3 plus 1,650	31 plus 9 temp. plus	7,980 1,800
	10,016 & 2/3		9,780

Lecturers:-		Lecturers, Tutors & Demonstrators.	
(9) 125-10-175	1,425	(22) 125-10-175	3,483.1/3
		(8) Temp -do-	1,266.2/3
(29) 100-10-150	3,866.2/3	(51) 75-5-120	5,253
(11) Temp -do-	1,466.2/3	(23) Temp- do-	2,369
1 100	100		
1 temp. 100	100		
Tutors & Demonstrators.			
(36) 75-10-125	3,900	(4) 70	280
19 Temp -do-	2,058 1/3	(17) temp. 70	1,190
1 temp. 100	100		
(2) 75	150		
(16) Temp. 75	1,200		
77 plus 48 temp.	9,441.2/3 plus 4,925	77 plus 48 temp	9,016.1/3 plus 4,625.2/3
	14,366.2/3		13,642

(22)

	Present scale. Rs	Average cost. Rs	Proposed scale Rs	Average cost Rs
Pandits and Munshis.				
(4)	85-8-125	446,2/3	(2) 80-5-120	210,2/3
(1)	75-5-100	91,2/3	(4) 60-4-80	293,1/3
(2)	60-4-80	146,2/3	(6) 40-4-60	320
(1)	45-4-~~xx~~ 65	58,1/3	(1) temp.-do-	53,1/3
(3)	40-4-60	160		
(1)	45	45	(12) plus (1) temp.	824 plus 53,1/3
(1) Temp.	50	50		877,1/3
(12) plus (1) temp.	plus	948,1/3 50		
		998,1/3		

Physical Culture Instructors.
70
60
50
Gymnastic Instructor 25-2½-45.

No change.

A B S T R A C T.

	Present cost.	Cost as per proposed scale.
Professors.	16,337	14,823
Assistant Professors.	10,016	9,780
Lecturers, Tutors and Demonstrators.	14,367	13,843
Pandits and Munshis.	998	877
	41,718	39,323

Savings 2,395 X 12 = Rs 34,740

41718
39323
2395

10
640

(28)

(99) Revision of the Scales of pay of officers in the Mysore University - opinion of the Council

1. The professors may be grouped into 2 classes, the first on 700-30-850 and the second on 400-25-700 with an overseas allowance of Rs. 150 and 100 respectively in the case of non-professors.

2. The pay of Asst. professors may be fixed at Rs. 200-25/2-300 with a selection grade ~~of Rs. 300-25-350~~ on Rs. 350, the latter to contain not more than 5 ~~Heads~~. Alternatively

1. Selection grade ~~300-25-350~~ 350.
2. First grade 200-25/2-300
3. Second grade 200

The Asst. Prof. ~~Grade~~. appointed as Supdt. of an Intermediate College may also an allowance of Rs. 50 p.m. in addn. to his pay.

3. The pay of lecturers, tutors & demonstrators may be ~~grouped as follows~~ fixed as follows:-

~~Those who are~~ ~~in the~~ ~~scale~~ ~~Rs~~ ~~150~~ ~~-~~ ~~10~~ ~~-~~ ~~250~~ ~~and~~ ~~those~~ ~~who~~ ~~are~~ ~~in~~ ~~the~~ ~~scale~~ ~~of~~ ~~Rs~~ ~~75~~ ~~-~~ ~~5~~ ~~-~~ ~~150~~ ~~shall~~ ~~be~~ ~~placed~~ ~~in~~ ~~the~~ ~~grade~~ ~~of~~ ~~Rs~~ ~~150~~ ~~-~~ ~~10~~ ~~-~~ ~~250~~

(1) 150 - 10 - 250

(2) 75 - 5 - 150

provided that not more than 15 ~~persons~~ shall be placed in class (1) and that not ~~more than~~ about 25 ~~shall be~~ shall be appointed on a temporary basis on a pay of Rs. 75.

(28)

(99) The V.C. to be requested to propose ~~the~~ all possible reduction in the no. of professorships so as to reduce the expenditure below the present level.

~~The V.C to propose the no. in each group provided that the Selection grade does not contain more than 5 Heads.~~

do.

do.

(29)

4. The Scale proposed by the Office in Parents and Guardians may be applied.

5th. There needs no change in the Physical Culture & Gymnastic instruction.

2-8-34

2/8/34

(30)

Subject:- Revision of the Scales of pay of officers in the Mysore University, on 2/8/34

(101)

(Draft approved by Members & Dewan is attached)

The above subject was discussed at a Meeting of the Council (at which the Vice-Chancellor was also present) on 2nd August 1934 when the following proposals were tentatively agreed to:-

1. The Professors may be grouped into two classes, the first on Rs.700-30-850 and the second on Rs.400-25-700 with an Oversea Allowance of Rs.150/- and Rs.100/- respectively in the case of European Professors.

2. The pay of Assistant Professors may be fixed at Rs.200-25/2-300 with a Selection Grade on Rs.350/-, the latter to contain not more than 5 Assistant Professors.

The Assistant Professor appointed as Superintendent of an Intermediate College may get an allowance of Rs.50/- per mensem in addition to his pay.

3. The pay of Lecturers, Tutors and Demonstrators may be fixed as follows:-

(1) Rs. 150-10-250
(2) " 75-5-150.

provided that not more than 15 men shall be placed in Class (1) and that about 25 men shall be appointed on a temporary basis on a pay of Rs.75/-.

4. The scale proposed by the Office for Pandits and Munshis may be approved.

Pandits and Munshis:-	(2) 80-5-120	
	(4) 60-4-80	
	(6) 40-4-60	
	(1) temp.-do-	

5. There need be no change in the pay of Physical Culture and Gymnastic Instructors.

2/8/34

(31)

Serial No.

D.O letter no 291 CS. dt 4/8/34 to the V.C. forwarding a copy of the tentative decisions arrived @ and requesting him to submit proposals in regard to the no. of persons to be placed in each of the several grades

(102) The scheme proposed by the V.C is flagged I. and the covering D.O. letter of the V.C explains how it is prepared. It will be seen from the scheme that as against 199 posts existing @ present in all the grades including Pandits, the Univ propose to have 201 including 4 temporary posts which are to continue as such till the question of Women's College is settled. So there is practically no reduction in the existing strength. ~~through the V.C's letter requested~~

(163) The scheme proposes an increase in the no of ~~persons~~ posts in the Senior grades of Asst Profs & Lecturers to 10 and 20 as against the Council decision viz 5 & 15. The reasons for this are reported to be that many of the existing people in these grades have reached the maximum and have consequently to be promoted

NOTE—Contn. Sheet.

WD 01955—GPE—22,500—12-6-34

Revision of grades of the Tutorial staff of the Univ

Univ File No. 109 of 1932 | General and Revenue Secretariat

This is for consideration

(104) Re. the grades, the Vice-chancellor suggests a preferable alternative grade for Lecturers 75 5-150-10-250 or 75-5-(50)-3-10-250 As suggested by him, the adoption of this grade will ~~raise up~~ raise the cost. ~~and~~ This proposal is for orders.

(105) The letter also lays down certain principles in regard to the appointments to the several grades.

(106) Finally the V.C. requests that Orders may not be passed on the proposals ~~without giving an opportunity to~~ or without further Consultation ~~with three members~~

(107) The file may also be sent to the Fin. Sec. for favour of further opinion as ordered by the Second member at the bottom for orders

15/9/34 8/9/34 (108) The Scheme proposed by the Vice-Ch. is fully explained in his letter & its enclosures. (PUP & Pl I).

(110) In calling for the V.C's proposals, ~~it was~~ it was indicated that the fact that the number of persons in the higher grades has to be kept as low as possible in order to bring down the cost had to be kept in view. This ref. is also invited to the Council

Serial No.

Note in Para 100 above, by the Ch. Sec.y, that "all possible reduction in the number of professors in order to reduce the expenditure below the present level" ~~was this~~ ~~is~~ to be the point in view.

111) But, from the proposed Scheme of the V.C., it appears that there would be practically no reduction in the existing Establishment (or in cost). On the other hand, the Scheme proposes an increase in the number of posts in the Senior grades of Asst. Profs & Lecturers. The preferable alternative grade suggested by the V.C. for Lecturers is also such as would raise the cost.

112) The V.C. states however that this would be "a Scheme of minimum requirements in Staff, Consistent with effective teaching, & with some opportunity for carrying on original research". He requests that ~~orders~~ may not be passed adversely to any of these recommns without previously obtaining his opinion on what the Govt propose to order.

113) The Fin.l Sec.y may be consulted on the proposals & points of the V.C.

(Gen. Sec.y)

15/9

WD 01955—GPE—22,500—12-6-34

236 (241)

Uni File No. 189 of 1929. General and Revenue Secretariat

114) Fin. Secretary.

Canv. 17.9.34 N 17/9

Fe 571 18/9/34

(115) The financial effect of the revision proposals has not been dealt with either by the Vice Chancellor or the Administrative Secretariat. A proposition statement showing the present staff and cost, the cost on account of the revised scales of pay and number suggested by him, and the extra cost -- immediate and average as per rules -- may kindly be put up.

(116) Particulars re: the staff that was retrenched on account of the abolition of the Inter Colleges at Shimoga and Tumkur may also be furnished.

N 19/9

20/9/34.

Canv. 21.9.34 N 24/9

(117) Draft D.O. letter req. papers is submitted for appr.

18/9 BRy 24/9/34 24.9.34. 118) Gen. Secy) N 24/9

OFFICE OF THE SECOND MEMBER OF COUNCIL. 22 OCT. 1934 No. 2991

Canv. 26.9.34 Secy N 26/9

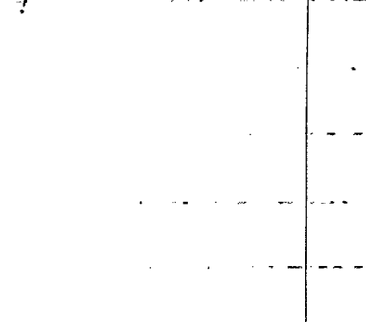
(119) Seen by the Member. N 3/10)

BRy 28.10.34.

Serial No.

11 D.O. No: 8819 dated 26.9.34 to the Registrar Mrs. Requesting him to send the Proposed Statement re: Revised Scales of Pay & also to furnish Particulars re: the Retrenched Staff Consequent on the abolition of the Ext. Officer & Dunlop.

Sus A



D.O letter No nil dt 13/10/34 from the Asst. Inspr. Union forwards 12.10.34 a proposition Statement showing the average cost of the revised scales of pay etc

(2) It is stated that the minimum cost can accurately be made out only after the Scale is sanctioned; at the sametime it is stated that the cost will roughly be about Rs 42500 pm. during the current year while accg. to the Statement the net increase in average cost is shown as 16685 1/3 per annum. How this cost (i.e. Rs 42500 pa means Rs ~~[illegible]~~ is arrived at is not clear.

(3) The details of the Scheme are

NOTE—Contn. Sheet.

WD 01955—GPB—22,500—12-6-34

301

Revision of grades in the Re...

File No. 189 of 1934. General and Revenue Secretariat

explained clearly in the Vice-chancellor's D.O. letter of 6/7.9.1934 P.V.D. It will, as already noted, be seen that there has not been any attempt at reducing the No. of hands and hence there has been no reduction in the current expenditure But in fact the Scheme involves increase of cost.

(122) The allocation of the staff of the different grades is shown in the Statements flagged. ~~Hereabouts~~ The reasons for not reducing the existing No. of hands are not given. Unless this is done, there is no prospect of reduction in cost.

(123) The file may now be sent to the Fin'l Sec'y for favour of opinion with refee to paras 115 & 116

25/10/34

BR 25.10.34

(124) This may now be sent to the Fin'l Sec'y with refee to ~~this~~ Paras 115 & 116 above.

Gen. Sec'y) 27/10

(125) Fin. Secretary.

27.10.34 29/10

T 846 29/10/34

T.11.34

(37)

General and Revenue Secretariat | File No. | of 193 | [App. F. III—2

Serial No.

Confidential and Immediate

(26) To Comptroller with compliments for favour of verifying the proposition statement sent by the Universi and the extra cost shown therein.

This may kindly be treated as immediate.

S. Ramaswamy 2/11.
Financial Secretary to Govt.

2/11/34

U.O.No. 174/A.I. Dated 10th November 1934.

(27) Returned with compliments.

The proposition statement has been verified and found correct subject to the following remarks:

(A) Gazetted staff (Professors and Assistant Professors Items 1 to 6 in the annexed statement.

(B) Non-gazetted staff (lecturers etc.,).

1. There is only one post of the temporary lecturer on Rs.100/- as against two shown in the proposition statement. (Vide E.43-4-Uni. 118-33-2 dated 6th July 1934).

2. In the proposition statement it is shown that there are 35 permanent demonstrators on (10-10-1934), while there are only 33 permanent and 2 supernumerary. The continuance of these two supernumerary posts has been sanctioned on a temporary basis until further orders of Government passed on the question of their absorption. (G.O.No.E.495-6 Uni.80-32 of 29th August 1934.)

By Nagarendra Rao
10-11.
Deputy Comptroller.

DE—Contn. Sheet.

WD 01955—GPB—22,500—12-6-34

(38)

(128)

1. The proposition statement sent by the University is only in respect of the revision of the tutorial staff of the six colleges, viz., the Central College, Bangalore, The Maharaja's and the Maharani's colleges, Mysore and the three Intermediate Colleges and does not include the Medical and Engineering Colleges. It has to be stated at the outset that the number of appointments in the several grades has not yet been fixed for the colleges. Hence the details shown under "present scale" in the proposition statement have to be taken to show only the number existing in each grade at present.

2. Professors Rs.500-50-1000 existing number:
The number of appointments in this grade varied from time to time and the number existing at present can be taken at nine only instead of at ten as shown in the statement under present scale since the appointment of Professor of Geology after the retirement of the Late Mr. P. Sampathiengar has been made in the lower grade at Rs.400 and is included under two Professors on 400. (Vide also remarks in the Civil list against Mr. L. Rama Rao, Page 60).

3. Assistant Professors Rs.200-20-300.
The number of permanent Assistant Professors in this grade is 24 (18 General, plus 2 Maharani's College plus 3 Intermediate College, Mysore plus one Intermediate College, Bangalore) and not 28 as shown in the statement.

4. Assistant Professors 200 fixed.
The existing number in this grade is one permanent and two temporary (on probation).

5. Assistant Professors on Rs.175/- fixed.
There are at present only three temporary professors in this grade, and not 4 temporary as shown in the statement.

6. The duty allowance at Rs.50/- each drawn by the Superintendents of the Intermediate Colleges of Bangalore and Mysore has been omitted in the statement under present scale.

M Sreenivasmurthy
Assistant Comptroller.

Serial No.

129 The extra cost as reported by the Comptroller will be Rs 38,852/- per annum and not Rs 16,685/- as worked out by the University. The proposals now sent is in respect of the tutorial staff of the Arts Colleges only and not of the Engineering and the Medical Colleges. When these scales are applied to the staff of the latter two colleges the extra cost will further increase.

(130) While we have been revising the scales of pay & in all departments with a view to effect savings there is no justification financially for improving the scales in the University, and give incremental scales of pay to men now on fixed pay and for incurring extra cost thereby. I therefore think there should be a certain percentage of savings in the University also,

(131) The University's letter does not make it clear why the entire staff employed in the Intermediate Colleges at Tumkur and Shimoga should not be completely retrenched and why the staff should have been kept on as supernumerary. I see from a proposition statement sent prior to the abolition of the colleges at Shimoga and Tumkur that the total number of Assistant Professors was 40 including two Assistant Professor of the two Inter Colleges and that the total number of Lecturers etc 123 including 6 of the two Inter Colleges. The number now proposed is 36 Assistant Professors and 128 Lecturers, i.e. Total 164, almost the same number that existed before the abolition of the two colleges This means that the number of men with whose help 2 more colleges were be

WD 2030—GPB—250—2-6-34

Serial No.

being run are proposed to be continued in full even when the two Colleges were abolished as a measure of retrenchment. This is not financially justifiable and it stands to reason that there should be reduction of the staff that had been employed in the two Inter Colleges.

(134) As we cannot find money for extra expenditure and there is need for reducing cost the University should be able to find the means to show savings to the extent of at least 10 % of the present cost. It is stated that the staff now proposed ~~is the~~ is the minimum required for the University. It is very difficult to say how far this statement is to be accepted and that reduction cannot be made. If the University authorities are only willing, I should think that it may not be impossible for them to suggest a reduction in the staff. It is, I think, a fact that in some of the higher classes of the University the number of students ~~of~~ is too small and the teachers could handle a larger number without any trouble, inconvenience or extra cost. Excessive multiplication of courses and classes result in a small strength in each class and extra avoidable expenditure. I would therefore suggest that the University should be required, by attending to the above points and in other ways, to reduce the number of the staff and extra cost in accordance with the Council Resolution dated 2nd August 1934. Unnecessary classes and courses with very few students might be abolished, a minimum number of students fixed for each class and where this minimum is not

Serial No.

forthcoming, the students might be required to take up an allied course.

133 The need for economy is urgent and like all other Government Departments, the University also has to attempt to cut down unnecessary expenditure and manage with a smaller Budget provision To enable retrenchment being effected and pending such examination some of the present temporary staff should be continued on temporary basis only and the whole of it should not be made permanent.

(134) In order to reduce extra cost I would make the following suggestions:-

Professors:- In D.O. letter No. 291 CB dated 4.8.1934 the Vice Chancellor was intimated that the number of persons in the higher grades has to be kept as low as possible in order to bring down the total cost. But he has not suggested any such reduction in the proposals sent up. The number of Professors in the higher grade of Rs 700 to 850 may be reduced from 8 to 6 and the two posts relegated to the lower grade of Rs 400 to 700 and 3 posts of Professors on Rs 400 to 700 relegated to the lower post of Assistant Professors. There should not be much inconvenience in this as only so recently as April 1933, 5 professors on fixed pay of Rs 400/- were given the grade pay of Rs 400 to 700. Even after giving effect to the proposals mentioned above, the number of Professors on Rs 400 to 700 will be more than what it was prior to April 1933, i.e., there will be 14 on Rs 400 to 700 against 7 on Rs 400 to 700 and 7 on Rs 400/- fixed.

WD 2030—GPB—250—2-6-34

Serial No.

(2) A slight change may be made in the scheme of Oversea Allowances. They need not be paid to European Professors at every stage of pay but only after they reach the maximum in the ordinary grade of Rs 850 and even then not in a lump. All along there has been no difficulty in recruiting European Professors on an initial salary of Rs 400 raising to Rs 700. What is really required for them is that their position should not be worse than in the present grade under which they rise to a maximum of Rs 1,000/- There is thus no reason to give them an additional allowance at every stage of pay. It would therefore be enough if in this case increments of Rs 30/ per annum are given up to Rs 1,000/- after they reach Rs 850/- I would suggest this modification. far in the scheme of Overseas Allowances for Europeans.

(3) Assistant Professors.

The existing number of Assistant Professors as per Comptroller's report is 34 as against 36 shown in the Proposition statement. This should be reduced to 34. The number of Assistant Professors on fixed pay of Rs 350/- at present is 2. According to the tentative proposal agreed to by the Council the number is 5. The University has proposed 10 posts. This may be reduced to 5 if not 2 the present number.

(4) Lecturers. The total number should be 122 as pointed out by the Comptroller and not 128. The two supernumeraries should be absorbed in sanctioned vacancies and there should be no addition to the number of posts on their acco

WD 2030—GPB—250—2-6-34

Serial No.

Fe 846

(135) The maximum pay of Lecturers at present is Rs 175/- To increase the maximum to Rs 250/- (more than the minimum of Assistant Professors viz. Rs 200/-) seems a very liberal increase of the scale entailing unnecessary extra cost. I think the maximum may well be reduced to Rs 200/- at present there are only 8 Lecturers in the scale Rs 125-10-175/- The number to be fixed in the new scale Rs 150-10-250, tentatively agreed to by the Council is not more than 15. The number proposed by the University is 20. I would suggest the number in this scale being fixed at not more than 10.

(136) By the proposals suggested above the extra cost on account of the revision may be avoided and a saving of about Rs 9,000/- per annum could be effected. But it seems necessary to further reduce the cost by reducing the number in the several grades.

22/11

23/11/34

(137) Please put up a Tabular Statement showing the Scales as per Council Resolution, the Vice Chancellor's proposals and the Fin. Secretary's views.

Asst. 24.11.34

26/11

WD 2030—GPB—250—2-6-34

1119 (44)

Revising & grading Internal Staff & in the Secretariat

General and Revenue Secretariat — Enl. File No. 189 of 1929 — [App. F. III—2

Serial No.

(138) A Statement showing the scales as per order @ para 137 is put up for approval before getting it typed.

28/11/34

(139) requiring proper verification & filler setting, as indicated. Please see, & bring up (urgent) 27/11

TYPING SECTION. 28 NOV. 1934 ENL. & REV. SECTT.

(140) A typed Statement is submitted as directed in Para 136 above.

29/11/34

(141) [This is a Council matter, in continuation: vide Paras 100 & 101 above]

Gen. Secy 29/11

(142) Second number.

30.11.34 4/12

(143) May be discussed at an early meeting of the Cl of the Govr. in Council & the V.C. requested to attend the meeting.

* Dft. D.O. letter will be submitted separately for appt. 2 or 3 days prior to Cl mtg.

DEWAN'S OFFICE 3 DEC. 1934 3056

4/12

(144) Dewan.

NOTE—Contn. Sheet.

WD 01955—GPB—22,500—12-6-34

(145) 7-9-34

5.12.34. 5/12

(146) Chief Sec. with enclosures. Submitted with a circular memo.

8.12.34 8/12

(147)

(45)

(For Disposal at a Meeting)

1

No. C. 169

of 1934-5

GENERAL AND REVENUE SECRETARIAT.

Council Matter.

SUBJECT

(clause X of the schedule)

(148) **Revision of the scales of pay of officers in the Mysore University.**

(149) CIRCULATED TO THE MEMBERS OF COUNCIL.

By Order,

R. Rangachar

8th December 1934.

Chief Secretary to Government.

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(150) 4598 16/12/34 **First Member of Council.**

(151) **Second Member of Council.** (Seen)

C.S.

D2

Extract from the Proceedings of the.....932nd.....*Meeting of the Council of His Highness the Maharaja, held at Bangalore on the*...21st December 1934.....*19*

47. Subject. - Clause x of the Schedule.

152 Revision of the Scales of pay of officers in the Mysore University.

OPINION OF THE COUNCIL.

The following scales of pay may be approved:-

I. Professors.

The following scales of pay and the Overseas Allowance, approved by the Council at the meeting on 2nd August 1934, may stand.

"The Professors may be grouped into two classes the first on Rs.700-30-850 and the second on Rs.400-25-700 with an Oversea Allowance of Rs.150/- and Rs.100/- respectively in the case of European Professors."

The number of Professors in Class I may be fixed at 7 and the rest may be in the II Class.

II. Assistant Professors.

The scale of pay may be fixed at Rs.200-25/2-300. There will also be a selection grade going up to Rs.350/-. This will consist of eight officers.

N.B. - Promotions to the selection grade should not be automatic but made strictly on grounds of special merit and after the person to be promoted has put in at least two years on Rs.300. All the eight posts in the Selection Grade need not necessarily be filled up now, but only as the need for promoting men with special merit is felt. The person promoted will get Rs.325 the first year and Rs.350/- the second year.

"EXTRACT"

Chief Secretary to Government.

WD 1471—GPD—2,000—1932

P.T.

169

47.

Extract from the Proceedings of the 932nd *Meeting of the Council of His Highness the Maharaja, held at Bangalore on the* 21st December 1934. *19*

2.

III: Lecturers, Tutors and Demonstrators.

The scales of pay and the number of men in each class may be as follows:-

(1) 35 on Rs.150-10-200.
(2) 68 on Rs. 75-5-150.
(3) 25 on Rs. 75/- fixed.

(Signed) MIRZA M. ISMAIL,
DEWAN.

128
103
25

153) Financial Secretary, with compts, for favour of Concurrence.

154)

P.T.O

"EXTRACT"

R. Rangachar

Chief Secretary to Government.

WD 1471—GPB—2,000—1-3-21

Serial No.

155) The proposed revision of scales according to the Council Resolution involves an extra expenditure of Rs 31,665/- per annum (in the average cost). The actual extra expenditure will be very much more as all persons getting increased pay under the new scales will get it immediately while reductions made will not take effect so long as the present incumbents continue in their present grade. Further, almost all the appointments now styled as temporary (as many as 56) are proposed to be made permanent involving extra cost in acting and leave allowances and pension charges. In the present financial condition, there is no scope for incurring such large increase in recurring expenditure. The revision of scales of pay in all other departments has been effected in a downward grade to effect savings in cost.

156) Though the current year's budget has been balanced with difficulty, the accounts of the year are likely to result in heavy deficit of not less than Rs 10 lakhs as many important heads of revenue have been showing considerable falling off and additional expenditure has been sanctioned in many directions. The prospects of being able to have a balanced budget next year are not very hopeful. In these circumstances, any revision of establishment on a large scale involving appreciable extra cost should properly speaking be deferred until the capacity of the State's finances to bear the same

NOTE—Contn. Sheet.

WD 01955—GPB—22,500—12-6-34

is definitely established i.e., at any rate till the preparation of the next year's Budget. If the budget position shows a deficit, it would not be financially correct to add to it by sanctioning revision of establishment involving extra cost. I have therefore again to respectfully suggest that any revision must be only one involving not much extra cost if savings are not possible and for effecting this I invite reference to my note dated 22nd November 1934 wherein I have suggested some reduction in the number of posts and the continuance of the continuance of some posts on fixed pay and some on temporary basis and the grant of overseas allowance to Europeans only after they reach Rs 850 in the ordinary grade.

157) With these general remarks I note below my specific suggestions with regard to the scales mentioned in the Council Resolution.

(1) To minimise the extra cost due to the conversion of posts on fixed pay of Rs 400/- into graded ones the two professors on Rs 400/- (fixed) should maybe allowed to get into the incremental grade only when two Professors now in the grades of Rs 400 to Rs 700 and above (old scale) actually retire and their places are taken by two persons in the lower grade, and also no person should get into the grade Rs 400 to Rs 700 (new) until he has actually drawn Rs 400/- for two years. This kind of restriction has been proposed in the case of the officers of the Railway Department. (1)

(2) Similarly Assistant Professors on fixed pay of (2)

Serial No.

of Rs 200/- and Rs 175/- should get into the incremental grade only when they have actually drawn Rs 200/- for two years and when there are retirements and corresponding savings in the higher grades.

Lecturers.

1584 The number of posts in the new scale of Rs 150-10-~~x~~ 200 viz., 35 is rather very large considering that there are at present only 8 posts on Rs 125-175 -- the maximum scale of pay for Lecturers. The proposals of the Council as re: these Lecturers, result in a higher cost than the proposals sent up by the University. The University proposed 20 posts on Rs 120-10-250 and 83 posts on --- Rs 75-5-150, costing Rs 13,905/- per month. Against this the number fixed as per Council Resolution is 35 on Rs 150-10-200 and 68 on Rs 75-5-150 costing Rs 14,350/- per month resulting in an extra cost of Rs 445/- per month or Rs 5,340/- per annum. In order that the extra cost may be limited to what the University proposal would cost, a certain number of posts on Rs 150-10-200 should be relegated to the lower grade. As the difference in cost between an appointment on Rs 150-10-200 and one on -- Rs 75-5-150 is Rs 67/- per month, a saving of Rs 445/- will be effected by converting 7 appointments of 150-10-200 into 75-5-150. I would therefore suggest that the number of lecturers may be 28 and 75 in the two grades as mentioned in the Council Resolution approved, instead of 35 and 68. ~~The number of posts on Rs 150-10-200 is therefore capable of reduction to the~~ This will give the same Expenditure Cost as what is suggested by the University.

NOTE—Contn. Sheet.

WD 01955—GPB—22,500—12-6-34

Revision of Scales of pay — University

File No. 1114 of 193 . General and Revenue Secretariat

extent ~~of at least the extra cost involved by the Council~~ Resolution. and there is no reason why Govt should sanction more than this Extra Cost

159) The total number of Lecturers etc., at present according to the Comptroller, is only 122 and the number 128 proposed in the Council Resolution should accordingly be reduced to 122.

9.1.35.

Rd 10/1/35—

and m. via

160) I agree that while I think that the three suggns of the Pl Secy which do not affect the Scales but only relate to the manner of promotions & a slight decrease in the no of Asst Lecturers in the higher grade. They may perhaps be agreed to. On this basis a draft final Note is put up with a view to save time as I am leaving on Monday

Dewan

12/1/35

(164) KJ 13-1-35

TYPING SECTION 1 JAN 1935

Final Note by the Second Member of Council.

(52)

Subject.—

Revision of the scales of pay of the officers (Tutorial Staff) of the Mysore University.

(162) The question of fixing the number and scales of pay of appointments of Professors, Assistant Professors and Lecturers etc., on the Tutorial Staff of the University has been under the consideration of Government for some time past. The Comptroller has pointed out and has been urging from 1929, the need for fixing the scale of pay of permanent and temporary appointments in the several grades under the control of the University, as, owing to the want of this, there were no means of exercising any check over salaries claimed. The Vice-Chancellor also has, in his Memorandum of February 1933, described the present state of things in the University, as chaotic. Owing to the fact that some of the staff of the University has been taken over intact from the old Central and Maharaja's Colleges and the new staff was entertained as necessity arose on varying scales of pay, there has been a great deal of confusion and overlapping of grades. Besides, the presence of a large number of temporary staff on different scales of pay, side by side with the permanent staff, has added to the confusion.

(163) The Registrar, who was requested to furnish a proposition statement showing the present scale and cost, and the cost on account of the revision of the scales of pay of the tutorial staff of the University, has forwarded a statement with his letter dated the 22nd March 1933, explaining the need for regularising and fixing up the scales for the teaching staff, so that the confusion and the disadvantages due to multiplicity of grades and the hardship to individuals on account of the temporary nature of the large number of appointments might be removed. The extra cost on these proposals was stated to be Rs.6,784 per mensem or Rs.81,000 per annum.

(164) I had a number of personal discussions with the Vice-Chancellor in the matter with a view to reduce the cost and as a result it was agreed that the proposals of February 1933 sent by the University might be taken up as a basis for discussion and that they should be modified in consultation with the Financial Department so as to reduce the extra cost. Accordingly the Financial Secretary has examined the proposals and suggested certain modifications. The whole question was then discussed at a meeting of the Council held on the 2nd August 1934, at which the Vice-Chancellor was also present. Certain tentative decisions were arrived at, for further examination and they were sent to the Vice-Chancellor with a request to send detailed proposals, indicating the number of persons to be placed in each of the several grades. The Vice-Chancellor has furnished with his demi-official letter of the 7th September 1934 a scheme of reorganization of the teaching department of the Arts and Science Colleges, (excluding the Medical and Engineering Colleges), but his scheme does not however show any reduction in the strength or cost. According to the proposition statement, as verified by the Comptroller, the extra average cost comes to Rs.38,852 per annum.

Page 30 of Office Notes

(165) The Financial Secretary who was consulted on these proposals, was against any increase in expenditure and he suggested, certain ways of keeping down the expenditure by reducing the number of appointments of Professors, Assistant Professors and Lecturers in the higher grades. The statement shows the present scales, the tentative decisions of the Council, the Vice-Chancellor's subsequent proposals and the Financial Secretary's remarks thereon.

Pages 39 to 43 Office Notes

(166) The matter was finally discussed at a Meeting of the Council on the 21st December 1934, at which the Vice-Chancellor was also invited to be present. The following resolutions were adopted:-

Pages 46 & 47 Office Notes

The

"The following scales of pay may be approved:-

I PROFESSORS.-

The following scales of pay and the Overseas Allowance, approved by the Council at the Meeting on the 2nd August 1934, may stand.

"The Professors may be grouped into two classes, the first on Rs.700-30-850 and the Second on Rs.400-25-700 with an Overseas Allowance of Rs.150 and Rs.100 respectively, in the case of European Professors."

The number of Professors in Class I may be fixed at 7 and the rest may be in Class II.

II. Assistant Professors.-

The scale of pay may be fixed at Rs.200-25/2-300. There will also be a selection grade going up to Rs.350. This will consist of eight officers.

N.B.- Promotions to the selection grade should not be automatic but made strictly on grounds of special merit and after the person to be promoted has put in at least two years on Rs.300. All the eight posts in the Selection Grade need not necessarily be filled up now, but only as the need for promoting men with special merit is felt. The person promoted will get Rs.325 the first year and Rs.350 the second year.

III. Lecturers, Tutors and Demonstrators.-

The scales of pay and the number of men in each class may be as follows:-

"(1) 35 on Rs.150-10-200,
(2) 68 on Rs. 75- 5-150 and
(3) 25 on Rs.75 fixed."

IV. Pandits and Munshis.-

The scales of pay for Pandits and Munshis will be as follows:-

"(1) 2 on Rs.80-5-120,
(2) 4 on Rs.60-4- 80,

(3) 6 on Rs.40-4-60
(4) 1 on do. (Temporary)".

Page 30 of Office Notes (Vide Resolution of Council on the 2nd August 1934).

(167) The Financial Secretary to whom the papers were referred for remarks, has reiterated his objections for increasing the extra recurring cost on the revision of the scales of pay of the teaching staff of the University and has made the following suggestions to keep down the cost:- Pages 49 & 50 of do

(1) To minimise the extra cost due to the conversion of posts on fixed pay of Rs.400 into graded ones, the two Professors on Rs.400 (fixed) may be allowed to get into the incremental grade only when two Professors now in the grades of Rs.400 to Rs.700 and above (old scale) actually retire and their places are taken by two persons in the lower grade, and also no person should get into the grade Rs.400 to Rs.700 (new) until he has actually drawn Rs.400 for two years. (This kind of restriction has been proposed in the case of the officers of the Railway Department).

(2) Similarly Assistant Professors on fixed pay of Rs.200 and Rs.175 should get into the incremental grade only when they have actually drawn Rs.200 for two years and when there are retirements and corresponding savings in the higher grades.

(3) The number of Lecturers may be 28 and 75 in the first two grades, instead of 35 and 68.

(168) I consider that these suggestions of the Financial Secretary may be agreed to, as they do not affect the scales but only

(F. N.—contn.)

[56]

only relate to the manner of promotion and a slight decrease in the number of Lecturers in the higher grade.

(169) I solicit His Highness' gracious approval to the above resolutions of the Council, subject to the above three modifications suggested by the Financial Secretary.

Rajagopal

MEMBER OF COUNCIL.

Bangalore,
12th January 1935.

57

Submitted to His Highness.

(170) I submit herewith a Final Note by the Second Member of Council on the subject of the revision of the scales of pay of the officers (Tutorial Staff) of the Mysore University for His Highness' gracious approval.

Mirza M. Ismail
Dewan.

Bangalore,
13th January 1935.

(58)

Record of Cases submitted for the Orders of His Highness the Maharaja.

Subject.

(171) Revision of the scales of pay of the officers of the Mysore University.

371

C Secy
M.S
17-1-35

Order.

(172) ~~KRW~~
16/1/35

V

375

General and Revenue
Secretariat

SUBJECT:- Revision of the scales of pay of the officers of the Negapatam University.

(*)

31. All urgent or confidential files returned with His Highness' orders may in the absence of instructions or indications to the contrary, be ordinarily circulated to the Members of Council for perusal after the issue of orders.

33. The Secretaries concerned should see that orders in the cases referred to above are issued at once and that the files are returned immediately after to the Chief Secretary for circulation to the Members.

34. In all other cases, the files will first be circulated to the Members of Council at Head-quarters and then sent to the Secretariat concerned for the issue of orders.

Circulated to Members of Council for perusal of His Highness' orders before/after issue of orders.* (*Vide Rules* 31, 33 and 34 of the Subsidiary Rules for the conduct of business of Council in the Manual of Council Rules and Procedure.)

R. Rangade

Chief Secretary to Government.

Through the Secretary to Government,

General Department.

17.1.35.

FIRST MEMBER OF COUNCIL. 17/1/35

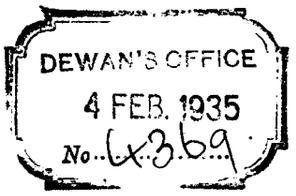
SECOND MEMBER OF COUNCIL.

NOTE.—Contn. sheet.

C169 1119 (60)

Subject:

(177) Revision of Scale of pay in the Mysore Univ.



(178) Council instruction.

Order may issue as in the final note of the 2nd minute of 12-1-35 with the following modifications of the Finc. Secy's Suggestions summarised in p. 4 of the final note. HG

1. The two Professors are to be given increments in the time scale after they have been on a pay of Rs. 400 Rs for two years.
2. The suggestion as regards Asst Professors Council accepts.
3. The No. of lecturers may be 32 and 71 Rs in the first two grades.

(File need not be sent to H.H. again for order may issue)

RG 2/2/35.

(179) Scale for Personal Assistants

5/2/35

2nd minute.

SPV 2/2 RG 2/2/35

HG 2/2

Secretary

Serial No.

(181) A draft order and a draft letter to the Registrar Mysore University are put up in accordance with the Submission note and the Council resolution. The order will issue after Scrutiny by the administrative Secretariat as usual. But the following points may perhaps may be considered and the draft order modified if necessary.

1) Whether all the posts in the revised scales are to be permanent posts does not seem to have been definitly decided upon. In the absence of any specific mention in the draft order that certain no. of posts are temporary it will mean that all the posts are made permanent.

4 posts as proposed by the University may be shown as temporary in the draft order. I am however of opinion that a larger number of posts should be continued on temporary basis to enable retrenchments being effected in due course as noted by me in para 133 supra.

(182)

2) It has been decided that the two Professors on Rs 400/- should get into the incremental grade of Rs 400-25-700 after they have drawn Rs 400/- for two years. Whether they should have drawn this salary for 2 years in the aggregate or whether they should draw it for 2 years from now

The incremental grade may be given if they have put in 2 years on Rs 400 on the whole.

NOTE—Contn. Sheet.

WD 01955—GPB—22,500—12-6-34

52

Revision of Scales of pay — University

File No. of 193 . General and Revenue Secretariat

may perhaps be made clear to avoid any further Correspondence in the matter.

3)(83) It was pointed out in paras 134 and and also in para 159 supra that the existing number of Lecturers etc. is as per Comptrollers report, 122 and not 128 as stated by the University. ~~and the~~ The number fixed in the revised scale as per Council Resolution is however 128. Whether this number is deliberately fixed and whether it has to stand in the Govt. order is for orders.

7.2.35.

H Seay) 7-2-35.

(184) Reference is invited to my marginal remarks against the points raised in the notes above. A draft order accordingly is put up. I think the University may be addressed separately to show some reduction in the number vide paras 132 and 133 of my notes supra.

Second Member thro'
Genl. Secretary.

12/2

12.2.35.

3536
7 FEB. 1935

The Comptroller's figure may be taken as the basis and the number in the last grade viz., Rs 75/- reduced by 4. The two supernumeraries may be shown as such in the draft order.

SUGG

I agree to reports para 183 however the no (185) 13.2.35 13/2

3536
71

General and Revenue Secretariat | File No. | of 193 | [App. F. III—2

Serial No.

in The Cl resoln may be taken -
Subject to further Verifn by the Comptr

1/12
14/2
[illegible]
15/2/35

NOTE—Contn. Sheet.

WD 01955—GPB—22,500—12-6-34

Dear Sir,

Please let me know if the draft order in the accompanying file may issue with the modification in the statement as under against Lecturers, Tutors etc.

= 22 75 (Subject to verification)
+3 (temporary)

+ change the total

122 + 4 temporary
+ 2 supernumerary

Yours
W
15/2

N. V. Sundaram Esq BA
O. A to 2nd
member

W
15.2.35

18/ Verified and the file returned. Acc? to the member's order of 14.2.35, the no. in the Lect. grade of Lecturers, Tutors & Demonstrators, required to be corrected to 22 + 3 & the total i.e. 118 to 122

18/2/35 Asst. Br. W.C.

19/ Whether the Selection grade is not different from

1) Whether Art 189 (3) requires a change to 3 months

2) Any change in respect of Arts 203, 204 etc. re Officers of Appendix G.

3) 206 —

134(6)

The other grade of Asst. Professors and whether it should not be kept distinct, or whether it is only one grade with an efficiency bar at 300, is not quite clear.

Finl. Dr. noc)

BK
18.2.35 (1) May the order as now revised issue?

W/ W/P — H Seey) BB 18/2/35

(2) Mr. Ash can show the letter to see that no amendments crop in, in the order. Draft letter are now the property of W/P

TYPING SECTION. FEB. 1935

Serial No.

Draft Subd

W 20/2

For Consideration

Fl Secy) 20/2/35

Gl Secy) The draft is for approval

23/2

First Number.

23.2.35

N 25/2

Draft appd, omitting the second para, which relates to an administrative matter.

The Genl Secy may arrange the Govt's to examine the possibility of reducing staff in the manner suggested in this draft, and bring such possibility in view in sending up the Annual Estimates.

by

28/2/35

Hm 1/3 N 1/3

Issue & Send to Edn Br for taking further action as above

1/3

TYPING SECTION. 2 MAR. 1935 GENL & REVENUE SECTT.

Note—Contn. Sheet.

68

File No. of 193 .. | General and Revenue Secretariat

Letter No: 7188 dt 2.3.35 to the Registrar, Madras University Training Unit, subject: to Further Verification of the present scale, 128 hands (Tee makers, Fitters etc) as against 122 ~~posts~~ certified by the Compltr, has been provided for in the Revision Order.

It is to the Com: Br: (We) for further action as per minutes of the 1st Chamber dt 26.2.35.

28/Mar/III
4/3

(Para 200 above)

Subd for perusal prior to addressing the Univ, (as per Para 200 above)

N
4/3

Second member)

204) Please let me see
dt 2 c/t

S/M
5/3

5/3

205) Ltr 5/3 draft please
N
6/3

206) Draft subd for approval

207) Gen. Sec'y)
N
7/3

2/3/35
4/3/35

208) Ti) Sec Gen)

Ltr 6/3 N 8/3

1119 Revision of scales of pay of the Unty. 69

General and Revenue Secretariat

File No. 189 of 1932 [App. F. III–2

Serial No.	
209	(File rec'd from the Gen. Secy., with ins^ns for putting up an alternative draft) M 8/3
210	An alternative draft, as instructed, is put up for Cons^n Gen. Secy) M 11/3
211)	Only the allocation proposals may I think be called for. It is for consideration if any further restrictions as proposed are really necessary. (Sd) H Stanley 11/3/35 M 11/3
	This draft may issue, as it is in very general terms. SDV 12/3 (Sd) H Stanley 12/3 Issue this draft M 12/3

MAR. 1935

Note–Contn. Sheet.

General and Revenue Secretariat

File No. of 193

Letter No. 25388 of 14/3/35 to the Rly. Board calling for purposes of allocation

These papers may now be returned to the Fin'l. Branch with a request that the whole file may be recorded there. When the reply from the Railway about the allocation is received, it will be treated as an independent receipt and worked up in the Receipt Section keeping this file as a reference file

Fin'l Branch. with Compliments.

File — 16/3/35

16/3/35 — 16.3.35

BW 16/3

C. O. 42. Gl.

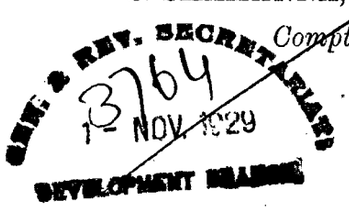
Chief Sec. with compliments

OFFICE OF THE COMPTROLLER TO THE GOVERNMENT
OF HIS HIGHNESS THE MAHARAJA OF MYSORE.

No.GAD.267. *Bangalore, dated* 29th October *192* 9.

FROM

S. SHAMANNA, Esq., B.A.,
Comptroller to the Government of
His Highness the Maharaja of Mysore,
Bangalore.



To

N.Rama Rao, Esq., B.A., B.L.,
Secretary to the Government of Mysore,
Development Department,
Bangalore.

SIR,

I have the honour to state that at present there are no orders of Government, fixing the number of appointments in each grade relating to the Mysore University and there is no means of exercising a proper check over salaries claimed with reference to the sanctioned scale. The pay of the appointment is also being changed with reference to individual appointments and there are several temporary appointments the number of which in each grade has not also been definitely fixed. I request in these circumstances that orders of Government may be kindly obtained fixing the scale of permanent and temporary appointments in the several grades in regard to the appointments under the control of the Mysore University more especially in regard to the graded appointments in the tutorial staff. If it is not possible to fix the scale on permanent basis, it may be fixed at least tentatively subject to modification according to exigencies and whenever need is felt to make new appointments, the order of sanction may kindly specify how the sanctioned scale is affected by the subsequent sanctions.

I have the honor to be,

Sir,

Your most obedient servant,

S. Shamanna

Comptroller.

Appendix F G—1

SUBJECT.....

.....

.....

Section Inst

File No. 189-29

Serial No. 2

No. DST 4

Diary No. of letter replied to.....

General and Revenue Secretariat

( )

the *192*

To Secy. Supreme Govt

Date of issue 28/11/29

Signed by [illegible]

Sir,

I am directed to forward herewith for favour of opinion of the University a copy of letter No 1A02679 29/6/29 from the Comp to Govt in the matter fixing the scale of permanent and temporary appointments in the several grades in the Univ of the over

List of enclosures.....

Copied by.....

Examined by.....

WD 063—GPB—20,000—1-8-29

Received 21.11.29

Tel. Address: "UNIREG"
Telephone No. 277.

University of Mysore.

EDL BRANCH 8881 17 FEB. 1933 GEN.

No. 17440.
Enc. F. (Five)

Office of the Mysore University,

Dated Mysore, 16th February ..... *1933.*

Uni 189-29-3

FROM

V. GOPALASWAMI AIENGAR, ESQ., M.A.,
Registrar, Mysore University,
Mysore.

GENERAL SECRETARY 17 FEB. 1933 No. 831

R. Ranga Rao, Esq., B.A., B.L.,
General Secretary to the Government of
His Highness the Maharaja of Mysore,
Bangalore.

SIR,

With reference to the correspondence ending with your letter No.E.2343/Uni. 189-29, dated the 16th January 1933, to the address of the Vice-Chancellor, calling for proposals with proposition statement in the matter of fixing the scale of the teaching staff of the University, I am directed to forward herewith the following statements in respect of the teaching staff of the Constituent and the Intermediate Colleges:-

1. Abstract statement of comparative cost.
2. Detailed statements showing present strength of teaching staff and proposed scale, under each class of appointment.
3. Statement showing the personnel of the present staff.
4. Statement showing the distribution of the proposed scale.

With respect to the statements, I am to make the following observations:-

The posts relating to the teaching staff of the Engineering College, the Medical College and the Medical School have not been included in the proposition statement excepting those mentioned in the margin which appear to have some relation to similar posts in other institutions. The re-organisation of the staff for the Engineering College was sanctioned separate-

ENGINEERING COLLEGE:
Mathematics: Professor on Rs 350/ .. 1
Lecturer in grade Rs 100-10-150 1
Physical Culture Instructor Rs 50 1
3

MEDICAL COLLEGE:-
Physiology: Professor on Rs 500/- 50-1000. 1
Chemistry: Professor on Rs 400/ 1
Demonstrator on Rs 75/ 1
3

in Government Order No.D.10720-23/Uni.345-27-16, dated the 18th April 1929 and the scale for the Medical College and the Medical School was fixed in G.O.No.D.13618-20/Uni.174-29, dated the 11th June 1930.

The 'existing scale' in the proposition statement includes all the existing posts - temporary and part-time ones - and shows in respect of each class of appointment,(such as Professors, Assistant Professors, Lecturers, etc.), the details of posts (permanent and temporary) in each grade by subjects and colleges. Under the 'proposed scale', however, the total number of posts in each grade under the different classes of appointments is shown with distribution by subjects only ~~(except in the case of Professors)~~. The posts are shown as on a provincial scale in respect of the University as a whole.

I am to add that the main object of the present proposition statement is to fix and regularise the existing scale of staff with as few grades as possible in each class of appointment so that the confusion and disadvantage due to multiplicity of grades and the hardship to individuals on account of the temporary nature of a large number of posts may be removed. The Senate has often urged the need for fixing suitable uniform grades for the teaching staff and for making all appointments permanent in order to remove possible discontent among the members of the staff owing to the disparity and unsuitability of the existing grades and temporary posts and improve efficiency. Considerations of cost, however, do not permit of proposing any general improvement of grades. But it is possible to make all the existing posts permanent with necessary slight modifications of grades in a few cases tending to uniformity.

The question was considered by the University Council at the meetings held in June, July and August 1932. As a result, it is finally proposed, that only two grades of Professors on Rs 400-30-700 and Rs 700-50-1000 should be retained, that the grade of Assistant Professors should continue at Rs 200-20-300 and that in place of the

three existing junior grades of Tutors and Demonstrators on Rs 75-10-125, Lecturers on Rs 100-10-150 and Lecturers on Rs 125-10-175, there should be a grade of Lecturers on Rs 75-5-100-10-150 with a selection grade on Rs 150-10-250. It is also proposed to have a few posts of Tutors on Rs 75 (fixed) to which recruitment should be made only on a strictly temporary basis for two years at a time, services of persons so recruited being liable to be terminated if they cannot be absorbed in the graded posts. Two posts on Rs 400/ per mensem each are provided for whole time Superintendents of Men's Intermediate Colleges at Bangalore and Mysore. The Senior grade of Professors on Rs 700-50-1000 and of Lecturers on Rs 150-10-250 will be selection grades irrespective of subjects, the total number therein being fixed at 10 and 27 respectively. Simplification of the several grades of Pandits, Munshis and Moulvis into one on Rs 45-4-65 with a selection grade of Rs 75-10-125 is also proposed. The proportion of the selection grade to the normal grade is purposely higher in this case, since no further promotion beyond the selection grade is open to these teachers.

It is expected that the present proposals will have the advantage of specifying the prospects of each individual recruited to the University Service, giving him a reasonable living wage even without further promotion. This should also prevent the necessity of having to consider frequently individual applications for promotions.

Certain members of the staff (e.g., the European Professors) are now receiving certain allowances which have not been mentioned in the statements. These will continue unaffected in respect of the persons concerned according to the existing orders.

In fixing the strength of the teaching staff under the proposed

P.T.O.

scheme, the existing numerical strength has been taken except that two additional posts of Tutors have been included for English in the Maharaja's College and for Sanskrit in the Intermediate College, Mysore, respectively. In the classification of the staff under the proposed scheme the necessities of the different teaching departments have been satisfied. Certain posts are shown as temporary against the existing posts in the Intermediate Colleges at Tumkur and Shimoga, which are to be closed next year. The necessity for these will have to be examined only after admissions to the colleges for the next year are closed. In all other cases, the posts are to be on a permanent basis.

The revision will not affect unfavourably individual cases where grades have been given as personal but will be effective eventually in the case of fresh appointments, For instance, the two professors who are now in grade - Rs 400-50-700, personal to them, will continue in that grade Mr. P. S. Annaji Rao who is now drawing Rs 350/ will contine to draw that pay against a post in grade Rs 200-20-300 as at present.

The question of filling up the posts and confirming the existing members of the staff in the revised grades will be considered separately on receipt of sanction to the Scheme and proposals submitted later.

I am to enclose herein a memorandum on the subject by the Vice-Chancellor and to request that kind sanction of Government may be obtained for the scheme proposed.

I have the honour to be,

Sir,

Your most obedient servant,

Registrar.

VS

University of Mysore.

MEMORANDUM

Revision of grades of salaries in the University

It has become urgently necessary to revise and coordinate the University service, the condition of which at present can only be described as chaotic.

This state of affairs has come about largely through the absence of system in making appointments ; and the resulting hardships and inequalities experienced by different individuals have been intensified by the automatic application of the economies rules, especially that one which has the effect of suspending the incremental scale in the case of certain appointments arbitrarily desig nated as " temporary."

A very large proportion of appointments in the University are thus designated, exactly for what reason is not clear. Possibly, at the time these were first sanctioned, the Government may have been undecided as to the future development of the University, anticipating, perhaps, that the demand for University education might fall and that in consequence some of the newer posts might become superflous. Experience seems to show that the demand is not likely to fall - though it may be considered to have reached a point where it has ceased to increase. There appears to be no reason to anticipate a natural fall in the number of students admitted annually to the University : and, unless Government propose to reduce this number by definite limitation of admissions, the present staff (at least) will be required to work the classes and to carry on the other activities of the University. For this reason we should now proceed to

to a general rectification and reorganisation of the University service.

A few examples will serve to show how unnecessarily complicated grades of pay have become. We have Professors on Rs.350/- p.m. ; on Rs.400/- p.m. ; on Rs.300-30-600 p.m. ; on Rs.400-30-700 p.m. ; on Rs.500-50-1000 p.m.

We have Assistant Professors on Rs.175/- p.m. ; on Rs.200-20-300 p.m. and on Rs.350/- p.m.

We have Lecturers on Rs.100-10-150 p.m. ; on Rs. 125-10-175 p.m. and on Rs.100/- p.m.

We have Demonstrators and Tutors on Rs.75/- p.m. ; on Rs. 100/- p.m. ; and on Rs.75-10-125 p.m.

We have the following grades for Pandits & Moulvis :

85 - 8 - 125
75 - 5 - 100
60 - 4 - 80
45 - 4 - 65
40 - 4 - 60
45
50.

The allocation of these various grades seems to have followed no principle. Some of them are attached to certain individuals (as "personal") ; others are attached to teacherships in certain subjects in certain institutions. The character of many is in doubt and the subject of difference of opinion between the Government and the University.

Even where the allocation of a somewhat superior grade (e.g. Rs.200-20-300 p.m. as against Rs.175/- for an Assistant Professorship) is quite definite to a certain subject (e.g. Mathematics) in a certain College (e.g. the Central College) the greatest difficulty may

be felt in filling such a vacancy, since the person justly entitled would be the senior teacher of Mathematics in the University on Rs.175/-. The appointment of that particular individual might be very awkward from the administrative point of view, because he might not be qualified in the best possible way for the special work required in that place - he might, for example, be a specialist in Statistics where a specialist in Applied Mathematics is required. Such a difficulty (which has been illustrated by a perfectly imaginary example, but one quite similar to many cases that have arisen) might, it might be argued, be avoided by the expedient of lumping all teaching posts in each subject together, practically forming a set of cadres for the different subjects. This, however, would not be a satisfactory solution of the problem, because such cadres would be too small and their smallness would lead to the perpetuation of another trouble which is already felt somewhat acutely, viz., the inequality of the progress in service of teachers in different departments consequent on the inequality of opportunity.

As a remedy for the difficulties which have been described, a proposal is now put forward which should have the following advantages : -

Personal grades will eventually disappear.

Inequalities of opportunity will be reduced.

Prospects of those confirmed in the University service will be defined, at any rate up to a point.

Every teacher confirmed in the University service will be able to look forward to earning a reasonable salary, even though for any reason he should fail to secure promotion to the next grade.

The number of scales will be reduced and the number of individuals in each scale increased correspondingly - and the provision of selection grades in the lowest and highest classes of teaching appointment will compensate to a considerable extent for the lack of opportunity for further promotion.

It is now suggested that there should be only four classes of permanent teachers in the University - viz., Professors, Assistant Professors, Lecturers and Pandits/ Moulvis. These should all be on graded pay. The first third and fourth classes should each occupy a double grade ("normal" and "selection"). The reason for providing these slection grades is as follows : -

In the case of Professors it may be desirable to recognise seniority and special merit by a somewhat superior position in the Professorial class. It would not be good policy to reduce the attractiveness of the University service for the highest quality of recruit by removing the Rs.500-50-1000 p.m. grade. Thus a certain number of appointments of Professors on this grade should remain.

In the case of Assistant Professors, the pay provided rises to a fair figure and a teacher in this position should be able to live in comfort even though he should not attain to a Professorship during his career

The scheme brings together the present variety of lecturers, demonstrators and tutors into one category, that of Lecturers. The numbers of young men recently recruited into the University is so large that there can be no prospect for many of them of arriving even at

an Assistant Professorship. It is quite necessary to assure such of a reasonable living, taking into consideration the added responsibilities that years bring with them. It is for such that a selection grade is provided in the scheme. This will enable a teacher who may fail, for any reason, of an opportunity for promotion to an Assistant Professorship to arrive at a reasonable wage through process of time in spite of his lack of opportunit

It will be understood, of course, that Professorships (for example) will follow subjects. That is to say that there will have to be a certain fixed number of Professors of (e.g.) English in the University. Thus appointments to the category of Professors will depend on the subjects needing such professors. But the position of an individual in that category will depend on his seniority relatively to all the other members of the category (and will not be affected by his post in any particular institution) ; and his chance of promotion to the selection grade will depend on his general merit (including his seniority).

Assistant Professorships will also follow subjects ; but the scheme will obviate the necessity, through claims of seniority, of posting any particular Assistant Professor to any particular institution.

Lecturers and Pandits/Moulvis will be appointed at the bottom of their respective grades and will draw incremental pay to the limit of the normal grade : those of sufficient seniority and merit in the grade will be eligible for vacancies in the corresponding selection grade.

In the case of the promotion of an individual from a lower grade to a higher, which can only happen as the result of a vacancy in the latter, if the grades overlap in pay the individual will take his place in his new grade with pay of that grade next above what he was drawing in the lower grade ; and he will take his position, as regards seniority, in his new grade according to his pay in that new grade.

It shall be possible to make acting appointments for vacancies which are purely temporary in any grade by temporary promotion from the grade below. But no appointment in a permanent vacancy should be called or treated as temporary.

The advantages claimed for this scheme include the disappearance of a rankling sense of injustice which is somewhat pervasive of the University atmosphere at present on account of the lack of uniformity in treating cases which results from the absence of any definite system. Administrative difficulties caused by the claim for seriatim promotions consequent on filling vacancies, based on the multiplicity of the present grades, (involving the confusion and expense of otherwise unnecessary transfers) will disappear. Each member of the University teaching staff will have a fairly clear perspective ofhis future in the matter of emoluments ; and if he can rely on the operation of a uniform system will be willing to devote to his academical work the whole of his energies, which at present are too frequently dissipated, at any rate in part, in efforts to promote his material interests even

at the expense of others by means of repeated "representations" and by other methods.

We next come to the question of cost. In considering this it is essential to keep in mind the fact that the present status quo cannot be maintained. It is causing an entirely unjustifiable interruption in the progress in service of a comparatively large number of members of the University staff. This is involving a degree of dissatisfaction (not fully voiced, but undoubtedly existing) which cannot fail to affect the whole tone and efficiency of the University. There is a feeling that the University service has been dealt with less generously than certain departments of Government during the period of financial difficulty which still continues. This may or may not be the fact. But the present inhibition of promotion cannot and will not continue for ever. Provision will have to be made soon for an increase in the cost of salaries in the University. The latest mass-recruitment to the University has been too recent to permit of average calculations giving a reliable indication of the salary needs of the University for many years to come.

Government must therefore face the necessity for increasing expenditure on salaries in the University for some years to come. This is quite inevitable unless a drastic step is taken of reducing very considerably the student strength of the University ; and such a step would probably not meet with public approval just now.

The just comparison, then, will be, not between the average cost of the scheme now put forward and the cost of the status quo, but between the former and any alternative scheme which may be suggested which will also provide reasonable incremental salaries sufficiently ample to attract good enough men as University teachers and which will at the same time get rid of the intolerable administrative complications of the present situation. In drawing up the proposed scheme attention has been paid to obtaining the greatest justifiable economy (consistent with attractiveness to the service and contentment in it) and to eliminating the sources of those all too frequent administrative conundrums which are so wasteful of time and effort of the Government as well as of the University.

It is suggested that Government should now accept this scheme ; and having done so, should proceed immediately to allocate the University teachers accordingly. Thereafter, the Government grant to the University should consist of two parts : one to cover the current cost of salaries, the other to cover cost of working the University departments apart from salaries. In this way, in the course of time the cost of working the University will approximate to the average cost as calculated according to the averaging rules. A fixed total grant to the University cannot meet the case unless it is sufficient to cover the average cost and unless the University builds up a fund as a reservoir to meet fluctuations in salary costs ; and even ~~in the latter case~~ then, it would seem necessary to start the University fund with a very respectable nucleus. By

By the method now suggested, the large resources of Government would find little difficulty in meeting the slowly fluctuating salary requirements of the University ; while the other part of the annual grant to the University might remain invariable, except to meet the similar cost of any future expansion in the University.

The scheme is commended for the serious and sympathetic consideration of the Government : and it is hoped that it may take effect from the beginning of the year 1933-34.

S. Mercalfe.

15th Feb. 1933 VICE-CHANCELLOR

LDO.

No. 17491
Enc. —

University of Mysore.

Tel. Address: "UNIREG"
Telephone No. 277.

V. GOPALASWAMI AIENGAR, M.A.,
Registrar.

EDUCATIONAL 2920
20. FEB. 1933 I
GEN. & REV. SECTT.

MYSORE,

Dated, 16th February 1933.

Uni 189-29-17

GENERAL SECRETARY
20 FEB. 1933
No.

Dear Sir,

With reference to the correspondence ending with your D.O.letter No. E.2343/Uni. 189-29, dated the 16th January 1933, to the address of the Vice-Chancellor, I am desired to state that an official letter with necessary statements has been sent to you to-day containing proposals for fixing the number of persons in each class of appointments in the teaching staff of the University, having due regard to the necessities of the several teaching departments as developed since the Reorganisation Scheme.

The proposition statement is not in the printed form and is forwarded to you directly instead of being transmitted through the Comptroller. In explanation of this I am to state that the Vice-Chancellor is anxious that Government should accept the general lines of the proposed scheme before requiring the formality of a regular proposition statement, the preparation of which is likely to present difficulties owing to the fact that the scale of the teaching staff of the University is not fixed on a definite basis and a large numbers of appointments are on a temporary basis. The present scale therefore may not lend itself to any systematic verification.

I am to request therefore, that the scheme may kindly be

p.t.o.

considered by Government on its own merits in the light of the memorandum furnished by the Vice-Chancellor and the explanatory notes contained in the official letter.

Yours Sincerely,

L. Gopalaswamy

R. Ranga Rao, Esq., B.A., B.L.,
General Secretary to the Government of
His Highness the Maharaja of Mysore, BANGALORE.

VS
mg

Appendix F G—1]

SUBJECT .....

.....

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Section Genl

File No. W9-29

Serial No. 5

Diary No. of letter replied to .....

No. E 3061/31

To

The Secretariat

General and Revenue Secretariat

( )

the *193* .

Date of issue 18/3/33

Signed by M. M. Kaul

Sir,

With reference to your letter no ~~17440~~ 17440 of 16/2/33 forwarding certain Statements in respect of the teaching Staff, the Constituent and Art Colleges and to your D.O. letter no 17491 of the same date stating that the Scheme may be considered without the Statements verified by Govt as regards [illegible] I am directed to

List of enclosures .....

Copied by 8/3/33

Examined by .....

that I do request that the proposed
procedure of examining the
Scheme without the necessary
verification by the Comptr. cannot be adopted.
I am therefore to request that the
Statement may be prepared in the
usual form, and printed ~~submitted to~~
~~Govt.~~ after due verification by
the Comptr., submitted to Govt. for consideration.
The Statements sent by you
are herewith returned for reference.

I have etc.

N. Y. 2/3

J. Faulkner

Sd/
2.3.30.

E 3061/31

8th March 3

R.Renga Rao, Esq., B.A., B.L.,

V.Gopalaswami Aiengar, Esq., M.A.,
Registrar, Mysore University,
MYSORE.

With reference to your letter No.17440 dated 16th February 1933 forwarding certain statements in respect of the teaching staff of the Constituent and Intermediate Colleges and to your D.O.letter No.17491 of the same date stating that the scheme may be considered without getting the statements verified by the Comptroller as required by rules, I am directed to state that Government regret that the proposed procedure of - examining the scheme without the necessary verification by the Comptroller cannot be adopted. I am therefore to request that the statement may be prepared in the usual printed form and after due verification by the Comptroller submitted to Government for consideration. The statements sent by you are herewith returned for reference.

I have the honour to be,
Sir,
Your most obedient servant,

For General Secretary to Government

mk.2

D No 3566
1574/33

Tel. Address: "UNIREG"
Telephone No. 277.

University of Mysore.

No. 20020
Enc. 3 (14-12).

Office of the Mysore University,

Dated Mysore, 22nd March 24 1933.

Uni 189-29-6

FROM

V. GOPALASWAMI AIENGAR, ESQ., M.A.,
Registrar, Mysore University,
Mysore.

To

R. Ranga Rao, Esq., B.A., B.L.,
General Secretary to the Government of
His Highness the Maharaja of Mysore,
Bangalore.

THROUGH
The Comptroller to Government, Bangalore.

SIR,

With reference to your letter No.E.3061/Uni.189-29-5, dated the 10th March 1933, calling in regard to the question of fixing the scales of the teaching staff for the statements of proposition duly verified by the Comptroller, I am directed to forward herewith, through the Comptroller to Government the marginally noted statements

1. Statement of proposition for the revision of the grades of the teaching staff. Abstract (by classes and grades of appointment)	1 sheet.	of proposition in duplicate prepared in Form No.15, appendices and forms, M.C.A.C. Volume I.
2. Statement of propositions respecting professors	1 sheet	
3. Assistant Professors	1 sheet	
4. Lecturers, Tutors & Demonstrators	2 sheets	
5. Pandits & Munshis and Instructors	1 sheet	
6. Visiting and Part-time staff	1 sheet	

A statement showing the personnel of the present staff is also enclosed to facilitate verification of the details shown under the 'present scale' in the several proposition statements.

In this connection, I am to add that in view of the facts, (1) that so far there has been no definite Government Order sanctioning or fixing the scale of teaching staff either for each college or for the University as a whole, except the Intermediate Colleges (Vide G.O's No. D.127-13 Uni 271-27-6 and No. D.4135-6 Uni 70-28-6 dated respectively 4th June and 9th Oct [illegible]) (2) that the Constituent Colleges (Maharaja's and Central Colleges) came over to the University with the staff that was attached to each even before the inception of the University, (3) that several posts were added and changes made in the staff (including Intermediate Colleges) subsequently as and when need arose and (4) that this is the first attempt at fixing t h [illegible]

scale of teaching staff for the University, it has not been possible to quote definite orders of Government or point out definite sanction for each case in respect of the present scale,

The need for regularising and fixing up the scale for teachirg staff has been long felt, and recognised both by the University and by Government. The details and merits of the revised scales now proposed have been already fully explained in this office letter No.17440, dated the 16th February 1933 and the Vice-Chancellor's memo forwarded therewith.

Since the question is long pending and since it is desirable to remove as speedily as possible, the confusion, discontent and disadvantages both to the persons and service due to existing conditions, I am to request the favour of kird sanction of Government being obtained to the revised scales as per proposed scale, in each case in the proposition statements, with effect from the 1st July 1933, all the posts in the several grades in respect of each class of appointment as per proposed scale being on the basis of a ~~provisional~~ permanent in respect of the University and permanent, except six posts on Rs 75-5-100-10-150 under Lecturers which are to be temrorary pending further examination after the Intermediate Colleges at Tumkur and Shimoga are closed next year.

I have the honour to be,

Sir,

Your most obedient servant,

Registrar.

vs

SECRETARIAT 3566 15 APR 1933 I GEN. & REV. SECTT.

289/GAD dated 12th April 1933. / Encl. one file and the letters addressed to Govt.

~~Registrar, Bangalore~~

Proposition statement in duplicate for the revision of the University Staff together with the letter addressed to Government received with the Registrar's D.O. 20021 dated 24-3-1933 is herewith forwarded with compliments to the General Secretary to Government, duly verified with the following remarks.

Gazetted- Professors and Assistant Professors.

There are no orders of Government fixing a definite number of appointments in the several grades of the above officers. Each appointment sanctioned from time to time is therefore treated as personal to the holders of the appointment. The present scale mentioned in the statements has been duly verified with reference to Government Orders passed in each case.

2. Non Gazetted.

The present scale shown in the proposition statement relating to establishment ~~(non-gazetted staff)~~ is verified with reference to the number of appointments in the several grades and found correct with the differences noted below-

I. Lecturers- Permanent.

1. The post of the lecturer on Rs 125-10-175 shown under Women's Intermediate College, Bangalore is converted into that of an Assistant Professor- vide- G.O. No. E 1688-90/Uni 75-32-2 dated 14-11-32.

2. The number of lecturers on Rs 125-10-175

in the Intermediate College, Bangalore, is 6 while it is shown as 5 only.

3. The lecturers in the Medical College Viz., 5 on Rs 100/- are not shown in the statement

Temporary.

4. There are three lecturers on Rs 100-10-150 in the Maharaja's College, while only two are shown in the statement.

II. Tutors and Demonstrators.

Permanent. In the Intermediate College, Bangalore, there are only 7 on Rs 75-10-125 as against 9 entered in the statements.

III. Pandits.

The post of the Kanda Pandit on Rs 40-4-60 in the Maharaja's College is temporary but it is shown as permanent in the statement.

IV. Gymnastic Instructors.

The post of the Gymnastic Instructor in the Maharaja's College is on Rs 45/- fixed but not an Rs 25-½-45 as noted in the statement. The progressive grade Viz. 25-½-45 has been converted into one on Rs 45/- fixed vide G.O. No. D8545-7/ Uni 114-29-8 dated 30-1-1930.

Deputy Comptroller.

Name of offi… to be the proposition relate…
Nature of char… Teaching staff

Present Scale

IV Number

M.C Pl+Trm	C.C Pl+Trm	mod.C Pl+Trm	Eng.C Pl+Trm	med.C Pl+Trm	D.C.M Pl+Trm	D.C.B Pl+Trm	D.C.T Pl+Trm	D.C.S Pl+Trm	W.D.C.B Pl+Trm	Total Pl+Trm
4+0	6+0			0+0	1+0					11+0
1+0									1+0	2+0
	4+0									4+0
6+4		1+0			0+1					7+2
				1+0						1+0
11+1	10+0	1+0		(1+0)	(1+1)				1+0	25+2 ✓
					1+0	1+0				2+0
1+0	1+0									2+0
7+0	13+0	2+0			4+0	1+0	1+0			28+0
1+1		0+1						0+1		1+3
0+2	0+2				0+1	0+1				0+6 ✓
9+3	14+2	2+1			4+1	1+1	1+0	0+1		31+9
					3+0	5+0			1+0	9+0
6+2	6+0			1+0	6+1	5+7	1+0	1+0	3+1	29+11
0+0	0+1									1+1
5+1	2+4				11+2	13+3	1+1	1+1	3+1	36+19
	0+1									0+1
0+2	0+7			1+0		1+5			0+2	2+16
12+5	8+13			(1+0)	(1+0)	20+3	24+21	2+1	2+1	7+4	77+48
2+0	2+0									4+0
1+0										1+0
1+0		1+0								2+0
						1+0				1+0
1+0	1+0					1+0				3+0
					1+0					1+0
	0+1									0+1
5+0	3+1	1+0			1+0	2+0				12+1
1+0										1+0
	1+0									1+0
			1+0							1+0
1+0										1+0
2+0	1+0		1+0							4+0
3+0	1+0	2+0			3+0	3+0	4+0	3+0	3+0	22+0
2+9	37+16	5+1	3+0	2+1	29+4	31+22	7+1	5+2	11+4	173+80

Designation	Pay rate	Pay increment	Pay maximum	Average Cost per annum
Prof…	£ 800	Rs 50	Rs 1000	Rs 8861 1/9
	600	50	700	1193 1/3
	400	30	700	2333 1/3
	400 (fixed)			2800+800
	350 (fixed)			350
				15537 7/9+80
Surg…	allowance Rs 50			100
Anat…	350 (fixed)			700
	200	20	300	7466 2/3
	200 (fixed)			200+600
	175 (fixed)			0+1050
				8366 2/3+1650
Lect…	125	10	175	1425
	100	10	150	3866 1/3+1666 2/3
	100 (fixed)			100+100
Autop…	75	10	125	3900+2033 1/3
	100 (fixed)			0+1000
	75 (fixed)			150+1200
				9441 2/3+4900
Parasit…	85	8	125	446 1/3
	75	5	100	91 2/3
	60	4	80	146 2/3
	45	4	65	56 1/3
	40	4	60	160
	45 (fixed)			45
	50 (fixed)			0+500
				948 1/3+500
Physical…	70 (fixed)			70
	60 (fixed)			60
	50 (fixed)			50
Gymnas…	25	2 1/2	45	37 2/3
				217 2/3
Vis…	allowance Rs 100 for 12 months			100
Pathol…	100	75	9	75
	80	45	12	90
	60	30	12	20
	100	25	10	250
	50	25	for 9 months	0750
	15	15	2	15
				710
				35322 1/9+7…

Total per annum 42747 1/9

on of Establishment
University of Rangoon

Proposed Scale

Number	Designation	Pay minimum	Rs	Rs	Rs	Pl. + temp.	Remarks	Ref	Orders of Sanctioning authority
10	Professors	700	50	1000	8966⅔				
8	— do —	400	30	700	10,500				
28					19466⅔				
2	Superintendent	400 (fixed)			800			800	Vide (2)
40	Assistant Professors	200	20	300	10666⅔				
					10666⅔			1650	Vide (3)
27	Readers	150	10	250	5700				
1+61=1	— do —	75	5	100	10	150	9787½+725		
10	Lecturers	75 (fixed)			750				
1846					16237½+725			4200	Vide (4) & (5)
5	Pandits (Sanskrit)	75	10	125	650				
7	— do —	45	4	65	408⅓				
13					1058⅓			50	Vide (6)
1	Bengali Colloquial Instructor	70 (fixed)			70				
1	— do —	60 (fixed)			60				
1	— do —	50 (fixed)			50				
1	Gymnastic Instructor	25	2½	45	37⅔				
4					217⅔				
1	Part time Lecturer	allowance Rs 30 for 12 months			30				
2	Visiting Pandits	— do — Rs 45 for 9 — do —			90				
8	Part time Pandits	— do — Rs 25 — do —			200				
1	— do —	— do — Rs 25 for 12 months			25				
1	— do —	— do — Rs 15 for 9 months			15				
13					360			350	Vide (7)
2846					48006½+725			350	
					1½			6700	

Proposals should be verified (Incentive allowance) — Rs 6784 13/18

Statement

Statement of proposition for revis

Name of Office to which the Proposition relates. —

Nature of Charge. — Teaching Staff. Pro

Present Scale.

Number of Posts.									Total	Designation	Pay minimum of time scale Rs	Pay rate of increase Rs	Pay maximum Rs	Average Cost per annum Rs
M.C	C.C	Mah.C	Eng.C	Mar.C	S.C.S	S.C.B	S.C.T	M.S.C.B						
	3	2							5					
phy	1								1					
es		1							1					
ry		1							1					
gy		1							1					
ny		1			1				1	1 Professor	500	50	1000	8861/9
ology		1			1				1					
	4	6						1	1					
ish									1					
ory/Philosophy	1								2					
logy)	1								1					
istry		2							1					
matics		1							1					
ics		1							2	1 — Do —	400	30	700	2333 1/3
		4							1					
									2					
	1								1					
		1		1					1					
	1								1					
ics	1								1					
	1								1	7 — Do —		400 (fixed)		2800
	1								1			350 (fixed)		350
	1								1	1 — Do —				
Kannada	1								1					
	6		1						1					
		1							1					
mathematics									1					800/
ecompany..									1	2 — Do —		400 (fixed)		15537 1/9 +800 (temporary)
Education	1		1						2					
Chemistry		1							1	27				100
Total Professors	12	10	1	1	2				2	1 Superintendents allowance to				15637 1/9 +800 (temporary)
Superintendents														
Total Professors and Superintendents	12	10	1	1	2	1	1		29					

Subject	No	Number
		10
English	6	
History	2	
Economics	1	
Politics	1	
Philosophy & Psychology	2	
Mathematics	3	
Physics	2	
Chemistry	3	
Geology	1	
Zoology	1	
Botany	1	
Physiology	1	
Education	1	
Sanskrit	1	
Persian	1	
Kannada	1	
		18
Total		
		28
		2
		3

ion of Establishment
iversity of Mysore
ferors.

(2)

osed Scale					Proposals				Remarks	order sanct auth
	Pay			Average cost per mensem	Permanent		Temporary			
Designation	Minimum Rs	Rate of increase Rs	Maximum Rs	Rs	Increase per mensem Rs	Decrease per mensem Rs	Increase per mensem Period	Amount	Decrease per mensem Period	Amount
Professors	700	50	1000	866 2/3					1 Under the present Scale, one post of Professor of Economics on Rs 500-50-1000 (M.C) and a post of Professor of Sanskrit on Rs 400-50-700 (M.C) have been sanctioned and in lieu thereof one post on Rs 400-50-700 has been taken into account in the cost. The post of Professor of History mentioned in the Proposals has also been omitted.	
-do-	400	30	700	10,500					2. The proposed Scale provides for (a) an additional post of a Professor for Politics, corresponding to the reduction of a post under Assistant Professors; and (b) two posts of Whole-time Superintendents on Rs 400 each for the Intermediate State Colleges at Bangalore and Mysore	
				19,466 2/3	3928 8/9					
Superintendents	400 (times)			800	700				800	
				20266 2/3	4628 8/9 ✓				800 ✓	

3. The proposed Scale does not affect the two Professors now in Grade Rs 400-50-700, the grade being provided for them.

Name of Office to which the
Nature of Charge. —

Present Scale

	Numbers									Total	Designation	Pay minimum	rate of increment	maximum	Average Cost per mensem
	M.C.	C.C.	Mah.C.	Eng.C.	Mah.C.M.	G.C.B.	G.C.I.	G.C.S.	W.C.B.			Rs	Rs	Rs	Rs
English		1								1					
History & Economics	1									1					
	1	1								2	Assistant Professors	350 (fixed)			70
English	1		2				1			4					
History & Economics	3									3					
Mathematics		3								3					
Physics		2			1	1				4					
Chemistry		3			1					4					
Geology		2								2					
Zoology		1			1					2					
Botany		1			1					2					
Sanskrit	1									1					
Marwada	1	1								2					
Teaching	1									1					
	7	13	2		4	1	1			28	— Do —	200	20	300	7
Teaching	1									1	— Do —	200 (fixed)			
Temporary —															
English								1		1					
History			1							1					
Mathematics	1									1					
	1		1					1		3	— Do —	200 (fixed)			
English		1								1					
Economics	1									1					
Physics		1								1					
Geology					1					1					
Mathematics	1					1				2					
	2	2			1	1				6	— Do —	175 (fixed)			1
Total	12	12	3		5	2	1	1		40					8

Statement of Proposition for revision in Establishment
Proposition relates. — University of Mysore
Teaching Staff — Assistant Professors.

Subject	No	Proposed Scale: Number	Designation	Pay: minimum Rs	rate of increment Rs	maximum Rs	Average Cost per annum Rs	Provision: Permanent: Increase per annum Rs	Decrease per annum Rs
English	5								
History Economics and Politics	6								
Philosophy	2								
Mathematics	6								
Physics	5								
Chemistry	4								
Geology	3								
Zoology	2								
Botany	2								
Education	2								
Sanskrit	1								
Kannada	2								
2/3		40	Assistant Professors	200	20	300	10666 2/3		
(Proposed)		40	40				10666 2/3	2,300	

(3

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-tion

Temporary				Remarks.	Orders of Sanctioning authority	Average Cost per mensem Rs
Increase per mensem		Decrease per mensem				
Period	Amount	Period	Amount			
				1. The proposed Scale provides for the following:—		
				a) Reduction. Assistant Professor on Rs 200-20-300		70…
				History & Economics } 1 corresponding to the addition of 1 post of Professor for Politics under Professors.		
				English 2 corresponding to the posts in the intermediate colleges at Tumkur and Shimoga in lieu of their abolition from 1·7·33		746…
				b) Addition Assistant Professor on Rs 200-20-300		200
				History 1, Logic 1, Philosophy 1 with corresponding reduction under Lecturers.		60…
				Net addition or reduction Nil		
				2. The proposed Scale does not affect permanent Assistant Professors who are now drawing Rs 350 (time).		1057
	1,650					8316 + 1650

Statement of Proposition for rev

Name of Office to which the Proposition relates. Ele

Nature of Charge. — Teaching Staff. Lect

Present Scale																Proposed Scale		
	Number										Pay							
Subject	M.C	C.C	Mat.C	Eng.C	Mes.C	I.C.M	I.C.S	I.C	I.C.S	W.I.C.B	Total	Designation	minimum Rs	rate of increase Rs	maximum Rs	Average cost per mensem Rs	Subject	No	Designation
English							1				1								
History							1			1	2								
Logic							1				1								
Mathematics						2	1				3								
Chemistry						1					1								
Zoology							1				1								
						3	5			1	9	Lectures	125	10	175	1425			
English	1					2	1				4								
History						2	2	1	1		6								
Philosophy & Logic	4					1					5								
Mathematics		2	1							1	4								
Physics		2				1					3								
Chemistry		2					1			1	4								
Zoology							1				1								
Botany							1				1								
Sanskrit	1										1								
	6	6	1		6	5	1	1		3	29	— Do —	100	10	150	3866 2/3			
Mathematics	1										1	— Do —	100 (fixed)			100			
Temporary.—																			
English							1				1								
History	1										1								
Mathematics	1										1								
Physics							1				1								
Chemistry							2				2								
Botany							1			1	2								
Sanskrit							1				1								
Kannada						1	1				2								
	2					1	7			1	11	— Do —	100	10	150	1466 2/3			
Chemistry		1									1	— Do —	100 (fixed)			100			
Total Lectures	9	7	1		10	17	1	1		5	51					5391 2/3 + 1566 2/3 (Temporary)		118 +6(Temp)	118 +6(Temp)
Total (tutors & monitors see next Sheet)																			

Subject	No	Designation
		27 Lecturers
English	16	
History Economics & Politics	9 +2 Temp	
Philosophy, Psychology & Logic	7 +2 Temp	
Mathematics	17 +2 Temp	
Physics	15	
Chemistry	19	
Organic & Bio. Chemistry	1	
Geology	6	
Zoology	8	
Botany	8	
Sanskrit	8	
Persian Urdu & Arabic	2	
Kannada	2	
	81	— Do —
	10	Tutors
		Temporary
	6	Lecturers

f Establishment
of Mysore
Tutors & Demonstrators.

Pay		Average Cost per mensem	Proposition Permanent Increase per mensem	Permanent Decrease per mensem	Temporary Increase per mensem Period	Temporary Increase per mensem Amount	Temporary Decrease per mensem Period	Temporary Decrease per mensem Amount	Remarks.	Orders of Sanctioning Authority
rate of increase	maxi. mum									
Rs	Rs	Rs	Rs	Rs						
0	10	250	5700						Proposed Scale provides for the following:— Reductions History 1, Logic 1, Philosophy 1, Total 3 — Additions Sanskrit 1, English 1, Total 2 — Net reduction 1. (Corresponding to the additions proposed under Assistant Professors.)	
5-5-100-10-150		9787½							The persons appointed to these ten posts on fixed pay will be temporary for two years.	
75 (fixed)		750								
5-5-100-10-150		725							Six temporary posts corresponding to the existing posts (one Lecturer + two Tutors) in each of the Intermediate Colleges at Tumkur and Shimoga to be closed from 1-7-33.	
		16237½ +725 (Temp)	10,845⅝					841⅔		

University of Mysore
MYSORE.

2	3	4	5
	Professors:Rs.400(fixed).		
18. Mathematics	Mr.K.B.Madhava	Maharaja's College.	
19. Persian	Mr.Aga Mahomed Abbas Shustery	do	
20. History	Dr.M.H.Krishna	do	
21	Dr. Sri U.Abhayambal	Maharani's College.	
22. Kannada	Mr.T.S.Venkannaiya	Maharaja's College	
23. Economics	Mr.V.L.D'Souza	do	
24. Sanskrit	Mr.D.Srinivasachar	do	
	Professor: Rs.350.		
25. Mathematics	Mr.V.Gopalaswami Aiengar	Engineering College:	O.O.D.as Registrar. Mr.B.S.Madhava Rao permanent Asst.Professor on Rs.200-20-300 is appointed Offg.Professor.
	Professors: Rs.400 (Temporary).		
26. Education	Dr.T.N.Jacob	Maharaja's College.	
27. Chemistry	Dr.C.Srikantia	Medical College.	
	Asst.Professors: Rs.350.		
1. English	Mr.P.S.Annaji Rao	Central College	
2. History	Mr.S.V.Krishnaswami Iyengar	Maharaja's College.	
	Asst.Professors: Rs.200-20-300.		
3. English	Mr.H.S.Nanjundiah	Maharaja~~jois~~ College	O.O.D.(vide Sl.No 2 page/) filled by a temporary Appointment (Sri T.Kanakalakshamma of the Education Department.
4.	Mr.B.Nagesa Rao	Maharaja's College.	
5.	Mr.S.V.Ranganna	Inter.College,Tumkur.	
6.	Miss.B.A.Watts.	Maharani's College.	

1.	2.	3.	4.	5.
		Asst.Professors:Rs.200-20-300(Contd.)		
7.	History & Economics.	Mr.H.Krishna Rao	Maharaja's College.	
8.		Dr.K.N.Venkatasubba Sastri	do	
9.		Dr.M.H.Gopal	do	
10.	Mathematics	Mr.B.S.Madhava Rao	Central College.	O.O.D.(vide Sl no. 25 page 2) Filled by an Ag.Asst.Professor on Rs.200-20-300:M.C.(Mr.M.Narayana Iyengar permanent Demnr.on Rs.75-10-125 W.I.C.B. Sl.No. 13 page 8 and temporary Asst.Professor on Rs.175.Sl.No. 38 page
11.		Dr.C.N.Srinivasiengar	do	
12.		Mr.M.Bhimasena Rao	do	
13.	Physics	Mr.C.K.Sundarachar	do	
14.		Mr.N.Parameswaran	Inter.College,Mysore	
15.		Mr.P.A.Madhava Rao	" Bangalore.	
16.		Mr.P.Srinivasa Rao	Central College.	
17.	Chemistry	Dr.C.Srikantia	do	O.O.D.(Vide Sl no 27 page 2) Filled by a S.P.T.Asst.Professor on Rs.200-20-300(Mr.H.Ramaswami Iyengar, vide Sl.No. 5 page 8).
18.		Mr.M.Sesha Iyengar	do	
19.		Mr.N.Venkatanarasimhachar	Inter.College,Mysore.	
20.		Mr.H.Subba Jois	Central College.	
21.	Geology	Mr.L.Rama Rao	do	O.O.D.as Offg.Professor(Sl.No. 11 page
22.		Mr.Charles Pichamuthu	do	
23.	Zoology	Mr.B.Tirumalachar	Inter.College,Mysore:	On leave for 2 years from 26-8-31:An Ag.Assistant Professor on Rs.175(Mr.M.M. Narayanaswami Iyengar:Sl.No. 9 page 5 is appointed).
24.		Vacant: ~~Mr.B.R.Seshachar~~	Central College:	Mr. B. R. Seshachar Appointed Lecturer on Rs.100-
25.	Botany	Mr.L.Narayana Rao	do	
26.		Mr.C.V.Krishna Iyengar(Acting)	Inter.College,Mysore.	
27.	Sanskrit	Mr.C.R.Narasimhasastri	Maharaja's College.	
28.	Kannada	Mr.A.R.Krishnasastri	College.	

..	2	3	4	5
		Asst.Professors:Rs.200-20-300(Contd).		
29.	Kannada	Vacant: Mr.T.N.Srikantiah	Maharaja's College.	Appointed Lecturer on Rs.100-10-150
30.	Teaching	Vacant Mr.D.S.Gordon	do	Appointed on Rs.200(fixed).
		Assistant Professor: Rs.200.		
31.	Teaching	Mr.C.Rangachar	do	
		Asst. Professors - Rs.200 (temporary).		
32.	English	Mr.K.Anantharamiah	Inter.College, Shimoga.	
33.	Mathematics	Mr.P.H.Nagappa	Maharaja's College	Recently appointed in the Central College.
34.	History	Miss.M.Matthan	Maharani's College.	On probation for one year.
		Asst.Professors: Rs.175.		
35.	Mathematics	Mr.M.Venkatarama Iyer	Inter.College,B'lore.	Against his permanent post of Lecturer on Rs.125-10-175
36.	English	Vacant	Central College	~~Do~~ .Rs.100-10-150 now filled by the appointment of a temporary Tutor(Mr.V.Srinivasa Rao) on Rs.75 till end of March 1933.
37.	Economics	Vacant Mr.B.Tirumalachar	Maharaja's College.	Appointed Lecturer on Rs.100-10-150.
38.	Mathematics	Mr.M.Narayana Iyengar	do	O.O.D.(vide Sl.No. 10 page 3) A permanent Lecturer on Rs.125-10-175 (vide Sl.No. 6 page 5) is appointed as Ag.Asst.Professor on Rs.175.
39.	Physics	Mr.L.Sibaiya	Central College	Holds the permanent post of Lecturer on Rs.100-10-150(Sl.No. 30 page 6)
40.	Geology	Vacant Mr.S.R.Narayana Rao	Inter.College, Mysore.	Appointed Lecturer on Rs.100-10-150.

1	2	3	4	5
		Lecturers: Rs.125-10-175.		
1.	English	Mr.K.Anantharamiah	Inter.College,B'lore.	O.O.D.(vide Sl.No. 32 page 4).
2.	History	Mr.M.N.Pranatarthiharan	do	
3.		Vacant Mr.V.Raghavendra Rao (appointed on Rs.100-10-150).	Women's " "	Filled by a permanent Lecturer on Rs.100-10-150
4.	Logic	Mr.S.Tirumalai	Intermediate College, Bangalore	
5.	Mathematics	Mr.R.R.Krishna Rao	do	
6.		Mr.A.A.Krishnaswami Iyengar	Inter.College,Mysore	O.O.D.(vide Sl.No. 38 page 4) Mr.T.R. Srinivasa Iyer(vide Sl.No. 25 page 6) is acting and doing duty in I.C.B.
7.		Mr.L.S.Saptarishi Iyer	do	
8.	Chemistry	Mr.H.Ramaswami Iyengar	do	O.O.D.as S.P.T.Asst.Professor on Rs.200-20-300(vide Sl.No. 17 page 3) Mr.K. Subbabhatta,permanent Lecturer on Rs.100-10-150 (Sl.No. 32 page 6) has been appointed S.P.T.Lecturer on Rs.125-10-175
9.	Zoology	Mr.M.M.Narayanaswami Iyer	Inter.College,B'lore	C.O.D.(vide Sl.No. 23 page 3) A temporary Demnr ~~(Sl.No. page)~~ is appointed against the vacancy in I.C.B.(Mr.T.Ramachandra Rao.
		Lecturers: Rs.100-10-150.		
10.	English	Mr.N.Nagesa Rao	Inter.College,Mysore.	
11.		Mr.V.A.Thyagarajan	do	
12.		Mr.S.Sundara	Inter.College,B'lore	O.O.D. in the Education Department:Mr.C.R. Ramachandra Rao(vide Sl.No. 1 page 7) acting.
13.		Mr.A.N.Murti Rao	Maharaja's College.	
		~~Posts on Rs.100-10-150.~~		
14.	History	Mr.B.R.Subba Rao	Inter.College,Mysore.	
15.		Mr.N.Kasturi Iyer	do	Working in M.C.against a temporary post. Mr.P.G.Satyagirinathan working in the I.C.M.

1.	2.	3.	4.	5.
		~~Posts~~ Lecturers on Rs.100-10-150(Contd).		
16.	History	Mr.P.G.Satyagirinathan	Inter.College,Shimoga:	Posted to I,C.M.vide Mr.Kasturi Iyer (Sl.No. 15 page 5) Mr.S.K. Nanjundiah(Tutor on Rs.75-10-125) posted to I.C.S.for work against Lecturer's post.
17.		Mr.S.Gopalaswamy	" B'lore.	
18.		Mr.M.V.Krishna Rao	do	
19.		Vacant Mr.G.Bhima Rao(acting).	" Tumkur.	
20.	Philosophy	Mr.G.Hanumantha Rao	Maharaja's College.	
21.		Mr.H.N.Raghavendrachar	do	
22.		Mr.K.R.Srinivasiengar	do	
23.		Mr.M.A.Venkata Rao(Logic)	Inter.College,Mysore.	
24.		Mr.B.Kuppuswami	Maharaja's College.	
25.	Mathematics	Mr.T.R.Srinivasa Iyer	Central College.	O.O.D.(vide Sl.No. 6 page 5) Mr.Doreswami Iyengar is working in C.C. (Sl.No. 45 page 9).
26.		Mr.N.K.Narasimhamurti	Women's Inter.College:	now working in I.C.M.(against Sl.No. 6 page 5).
27.		Mr.M.T.Ramaswami Iyengar	Engineering College.	
28.		Mr.M.N.Narasimha Iyengar	Central College.	
29.	Physics	Mr.T.S.Subbaraya	do	
30.		Mr.K.Sesha Iyengar (vice Mr.L.Sibaiya O.O.D. vide Sl.No. 39 page 4)	Inter.College:Mysore	
31.		Mr.H.S.Venkataramiah	Central College.	
32.	Chemistry	Mr.K.Subbabhatta	Inter.College,B'lore.	O.O.D.(vide Sl.No. 8 page 5) Mr.K.S.Gururaj Das appointed S.P.T.
33.		Mr.M.P.Venkatarama Iyer	Central College.	
34.		Mr.A.Nagaraja Rao	do	On leave:Mr.T.L.Kasturirangachar (Sl.No. 44 page 7) appointed S.P.T.
35.		Mr.S.Venkata Rao	Women's Inter.Coll.	
36.	Geology	Mr.C.Prasannakumar	Inter.College,B'lore.	
37.	Zoology	Miss.R.Samuels	Women's " "	
38.	Sanskrit	Mr.M.Lakshminarasimhiah	Maharaja's College.	

1.	2.	3.	4.	5
		Lecturer on Rs.100.		
39.		Mr.B.M.Narayana Rao (suspended) (pn Rs.75-10-125)	Maharaja's College.	
		Lecturers Rs.100-10-150(temporary)		
40.	English	Vacant Mr.C.Krishnaswami(acting)	Inter.Coll.B'lore	Holds the permanent post of Tutor on Rs.75-10-125(vide Sl.No. 2 page 8)
41.	History	Vacant	Maharaja's College	Mr.N.Kasturi Iyer, of the I.C.M. is doing duty (vide Sl.No. 15 page 5)
42.	Mathematics	Mr.T.Krishnamurti	do	
43.	Physics	Mr.S.Ramanathan	Inter.Coll.B'lore.	Holds the permanent post of Demnr.on Rs.75-10-125(Sl.No. 19 page 8)
44.	Chemistry	Mr.T.L.Kasturirangachar	do	O.O.D.(vide Sl.No. 34 page 6) Mr.B.S. Bhima Rao(permanent Demnr on Rs.75-10-125 Sl.No. 27 page 9) has been appointed S.P.T.
45.		Mr.O.N.Kumaraswami	do	Holds the permanent post of Demnr.on Rs.75-10-125(vide Sl.No. 26 page 9)
46.	Botany	Mr.K.Rangaswamy (acting)	do	
47.		Mr.K.N.Seshagiriah	Women's do	
48.	Sanskrit	Mr.V.T.Tirunarayana Iyengar	Inter.Coll.B'lore.	
49.	Kannada	Mr.V.Sitaramiah	do	
50.		Mr.K.V.Puttappa	Inter.Coll. Mysore.	
		Rs.100 (temporary)		
51.	Chemistry	Mr.D.V.Venkatasubbiah	Central College	Holds the permanent post of Demnr on Rs.75-10-125(vide Sl.No. 28 page 9)
		Tutors and Demonstrators:Rs.75-10-125:		
1.	English	Mr.C.R.Ramachandra Rao(acting)	Inter.Coll.B'lore.	O.O.D.vide Sl.No. 12 page 5) a temporary Tutor on Rs.75 is appointed(Mr.M.Krishna-swami Naidu).

1	2	3	4	5
		Tutors and Demonstrators:Rs.75-10-125(Contd).		
2.	English	Mr.C.Krishnaswamy	Inter.Coll.B'lore.	O.O.D.(vide Sl.No. 40 page 7) Mr.N.S. Suryanarayana Rao is acting).
3.		Mr.B.N.Shama Rao(Temporary)	" Mysore	
4.		Mr.H.Subba Rao	Maharaja's College.	
5.		V a c a n t.	Inter.Coll.B'lore.	A temporary Tutor on Rs.75 is appointed (Mr.S.Manjunath).
6.	History & Economics.	Mr.S.K.Nanjundiah	Maharaja's College	Temporarily posted to I.C.S.(Sl.No. 16 page 6 Mr.S.Srikantasastri has been appointed temporary Tutor on Rs.75 in M.C.
7.		Mr.B.Tirumalachar	Inter.Coll.Mysore.	O.O.D.as temporary Lecturer on Rs.100-10-150 against the post of a temporary Asst.Professor on Rs.175 (vide Sl.No. 37 page 4) Mr.B.S.Krishnaswami Iyengar is appointed temporary Tutor in the I.C.M.
8.	Logic & Philosophy	Mr.M.Yanumacharya	Inter.Coll.B'lore.	
9.		Mr.C.V.Srinivasamurti	Maharaja's College.	
10.		Mr.P.Swamidas	Inter.College,Tumkur	
11.		Mr.H.K.Raja Rao	Inter.College,Shimoga.	
12.		Mr.N.S.Narayanasastri	Maharaja's College.	
13.	Mathematics	Mr.M.Narayana Iyengar	Women's Inter.Coll.	O.O.D.in M.C. Mr.S.R.Kubair appointed in W.I.C.B.
14.		Mr.M.Ramaswami	Inter.Coll.Mysore.	
15.	Persian	Mr.H.R.Abdul Mazid	Maharaja's College.	Now posted to Central College temporarily.
16.		V a c a n t.	Central College	Post advertised.
17.	Sanskrit	Mr.N.Sivaramasastri	Inter.Coll.Mysore.	
		Rs.75(fixed).		
18.	Sanskrit	Mr.H.L.Hariyappa	Inter.Coll.B'lore.	
19.	Physics	Mr.S.Ramanathan	do	O.O.D.(Vide Sl.No. 43 page 7)Mr.H.S.Venkat Narayana Iyer appointed temp.Demnr.
20.		Mr.S.Rangiengar	do	
21.		Mr.K.Seshadri	Inter.Coll.Mysore.	
22.		Mr.K.Srinivasaraghavan	Inter.Coll.B'lore.	

1	2	3	4	5
		Tutors & Demonstrators:Rs.75(fixed).		
23.	Physics	Mr.T.Tirunarayanachar	Women's Inter.Coll.	
24.		Mr.S.Srinivasamurti	Inter.Coll. Mysore.	
25.		Mr.B.A.Krishnaswami Rao(Temp).	" B'lore.	
26.	Chemistry	Mr.O.N.Kumaraswamy	do	O.O.D.as Lecturer C.C.(Sl.No. 45 page 7) Mr.K.Santanam is appointed temporary Demnr.
27.		Mr.B.S.Bhima Rao	Inter.Coll.Mysore.	O.O.D.(vide Sl.No. 44 page 7) Mr.D.S. Hanumanthachari transferred to I.C.M.
28.	Mr.D.V.Venkatasubbiah		do B'lore	O.O.D.(vide Sl.No. 51 page 7)Mr.K.Subba Rao appointed temporary Demnr.on Rs.75.
29.		Mr.D.S.Hanumanthachari	do	Transferred to I.C.M.(vide Sl.No. 27 page 9) Mr.M.G.Vijayasarathi appointed Tepm.Demnr.
30.		Mr.T.Ramanuja Iyengar	do	
31.		Mr.C.Sitarama Rao	Inter.Coll.Mysore.	
32.		Mr.V.Sampath Iyengar	do	
33.		Sri H.Ratnamma(Temp.)	Women's Inter.Coll.	
34.	Geology	Mr.T.V.Subbarayamudaliar	Central College.	
35.		Mr.P.R.Jagapathi Naidu	Inter.Coll.Mysore.	
36.	Botany	Mr.B.S.Vyasa Vittal	do	
37.		Mr.S.K.Narasimhamurti	Inter.Coll.B'lore.	
38.	Organic & Bio-Chemistry	Mr.G.S.Raghunatha Rao	Medical College	On leave:Mr.D.Shamanna appointed temporarily
		Tutors:Rs.75-10-125 (temporary).		
39.	English	Mr.S.Krishnamurti	Inter.Coll.Mysore.	
40.		Mr.D.M.Subrahmanyam	Central College.	
41.		V a c a n t	Inter.Coll.B'lore	
42.	History & Economics	Mr.R.Balakrishna	Maharaja's College.	
43.	Mathematics	Mr.B.M.Narayana Rao	Inter.Coll.B'lore	O.O.D.(vide Sl.No. 39 Page 7) and working in I.C.B. Mr.V.R.Tiruvenkatachar appointed temporary Tutor on Rs.75-10-125 in I.C.B.
44,		Mr.N.K.Anandatirthachar	do	
45		Mr.M.R.Doreswami Iyengar	do	Doing duty in C.C.(vide Sl.No. 25 page 6)
46.		Mr.D.Chandrasekhariah	Inter.Coll.Tumkur	

1	2	3	4	5
		Tutors:Rs.75-10-125(temporary).		
47.	Mathematics	Mr.M.V.Jambunathan	Inter.Coll. Shimoga	
48.		Mr.B.Sitarama Sastri	" B'Lore	
		Rs.75(fixed).		
49.	Mathematics	Mr.M.J.Narayana Iyengar	Central,College	O.O.D.Mr.Y.G.Krishnaswamy appointed (Temporary).
50.		Mr.K.V.Krishnasastri	Maharajas College	
51.	Sanskrit	Mr.K.Raghavachar	~~do~~ Central College	
52.		Mr.R.N.Suryanarayana	Maharaja's College.	
53.		V a c a n t	Inter.College,B'lore	Mr.S.Rangachar is appointed pending advertisement.
54.	English	Miss.~~G~~.Watsa	Women's Inter.Coll.	
		Demonstrators Rs.75-10-125(temporary).		
55.	Physics	Mr.Sri Nagabhushana	Central College	on L.W.A.Mr.R.L.Narasimhiah Temp.Demnr. on Rs.75(Sl.No. 65 page //) appointed ~~temporary~~. to vacancy.
56.		Mr.N.C.Sasikumar	Inter.Coll.B'lore	On L.W.A.for 2 years from 15-9-32 Mr.G.S.Paramasivaiya appointed Temp.Demnr.Rs.75
57.	Chemistry	Mr.G.Narayan	do	
58.	Geology	Mr.K.Sripada Rao	do	Posted to C.C.temporarily in connection with the arrangements consequent on the retirement of Mr.P.Sampat Iyengar. Mr.H.K.Anandatirtha Rao appointed Temporary Demnr. till 31-3-33.
59.	Zoology	Mr.B.C.Srinivasamurti	Inter.Coll.Mysore	
60.		Mr.T.Subramani Pillay	Inter.Coll.B'lore	
61.		Mr.L.S.Ramaswami(Rs.75)	Central College.	
62.	Botany	Mr.S.B.Kousik(Rs.75)	Women's Inter.Coll.	
63.		Sri B.H.Annapurnabai (Rs.75) Rs.100 (fixed) (temporary)	Women's Inter.Coll.	
64.	Zoology	Mr.A.Narayana Rao	Central College.	

1	2	3	4	5
		Rs.75(fixed) (temporary)		
65.	Physics	Mr.R.L.Narasimhiah	Central College:	O.O.D. (vide Sl.No. 55 page 10) Mr.N.A.Narayana Rao is appointed.
66		Sri Sree.	Women's Inter.Coll.	
		~~Demonstrators Rs.75(Temporary-Contd)~~.		
67.	Chemistry	Mr.K.Santanam	Inter.Coll.B'lore	O.O.D.(vide Sl.No. 26 page 9) vacancy advertised.
68.		Mr.M.R.Subba Rao	Central College	
69.	Geology	Mr.S.Ramachandra Rao	Inter.Coll.B'lore	
70.		Mr.M.R.Srinivasa Rao	Central College.	
71.	Zoology	Mr.B.S.Bhimachar	Inter.Coll.B'lore	
72.		" M.S. Muddaswamy	Central College	
73.	Botany	Mr.A.R.Gopaliengar	do	
74.		K.V.Srinath	Inter.Coll.B'lore.	
		Pandits & Munshis: Rs.85-8-125		
1.	Sanskrit	Mr.Rajagopalachakravarti	Central College.	
2.	Kannada	Mr.D.L.Narasimhachar	Maharaja's College.	
3.	Telugu	Mr.R.Ananthakrishnasarma	do	
4.		Venkatadrisarma	Central College	Pandit is appointed on Rs.60-4-80
		Rs.75-5-100		
5.	Persian	Mr.Mahomed Badshah	Maharaja's College	
		Rs.60-4-80		
6.	Kannada	Sri Champabai	Maharani's College.	
7.	Tamil	Mr.K.Raghavachar	Maharaja's College.	
		Rs.45-4-65		
8.	Hindustani	Mr.F.Mahomed Khan	Inter.Coll.B'lore.	

1	2	3	4	5
		Pandits & Munshis(Contd). Rs.40-4-60		
9.	Kannada	Mr.M.R.Varadachar	Maharaja's College.	
10.		Mr.D.V.Seshagiri Rao	Inter.Coll. B'lore.	
11.	Tamil	Mr.N.A.Ramanujachar	Central College.	Gets a personal allowance of Rs.15.
		Rs.45 (fixed).		
12.	Hindustani	Vacant.	Inter.Coll.Mysore	Part-time ~~Permanent~~ arrangements are made temporarily this year against the post.
		Pandit:Rs.50 (Temporary).		
13.	Kannada	Mr.K.Venkataramappa	Central College.	
		Instructor on Rs.70		
1	Physical Culture:	Mr.P.R.Krishnappa	Maharaja's College.	
		on Rs.60		
2	do	Vacant	Central College.	
		on Rs.50		
3	do	Muniswami	Engineering College.	
		on Rs.~~75~~ 45 - $2\frac{1}{2}$ - 45		
4	Gymnastic ~~Instructor~~	Mr.R.Sadasivasastri	Maharaja's College.	

Registrar.

K A N N A D A.

PRESENT STAFF:

	Prof.	Asst.Prof.	Lectr.	Tutor.	Pandit	
Maharaja's College	1	1	-	-	2	4
Central College	-	1	-	-	1	2
Maharani's College	-	-	-	-	1	1
Women's Inter.Coll.	-	-	-	-	-	(Pt.T.1)
Inter.Coll.Bangalore	-	-	1	-	1	2
Inter.Coll.Mysore	-	-	1	-	-	1
	1	2	2	-	5 plus one P.T.in W.I.C.B.	10

WORK

Maharaja's College	- Lectures	41	Prac.	-	Note-books	11
Maharani's College	- "	17	"	-	"	10
Inter.Col.Mysore	- "	10	"	-	"	6
		68		-		27
Central College	- "	12		-		16
Inter.Col.B'lore	- "	24		-		10
W.I.C.B.	- "	12		-		3
		48		-		29

PROPOSED STAFF :

Prof.1 Asst.Prof.2. Lectr. 2. Pandits 5. : 10 plus 1 P.T.

O.

T E L U G U

PRESENT STAFF

Maharaja's College	-	1 Pandit
Central College	-	1 Pandit

T A M I L.

Maharaja's College	-	1 Pandit
Central College	-	1 Pandit.

T E A C H I N G.

PRESENT STAFF

	Professor.	Asst.Prof.		
Maharaja's College	1	2	-	3

WORK

Lectures 28. Prac. 36. Note-books 15.

C.

HISTORY AND ECONOMICS

PRESENT STAFF

	Prof.	Asst.Prof.	Lectr.	Tutors.	
Maharaja's College	2	5 *	1	2	10
Maharani's College	-	2	-	-	2
W.I.C.B.	-	-	1	-	1
I.C.B.	-	-	3	1	4
I.C.M.	-	-	3	-	3
	2	7	8	3	20

* 1 Against one Asst.Prof., there is a lecturer
2.Dr., Abhayambal's place is treated as Asst.Prof.
3.The Lecturer's place in W.I.C.B. is filled by a Tuto
4.There is a supernumerary appointment in I.C.B.

WORK

Maharaja's College	Lectures	109	Note-books	28
Maharani's College	"	45	"	?
Inter.Coll. Mysore	"	24	"	9
		178	"	37
Inter.Coll.Bangalore		36		24
W.I.C.B.		24		6
		60		30

PROPOSED STAFF

Prof. 4. Asst.Prof. 6 Lectr. 11 -- 21

PHILOSOPHY, PSYCHOLOGY & LOGIC.

PRESENT STAFF

	Prof.	Asst.Prof.	Lectrs.	Tutor	
Maharaja's College	2 ✓	-	4	2	8
Maharani's College	-	-	-	-	-
W.I.C.B.	-	-	-	-	-
I.C.B.			1	2	3
I.C.M.			1	1	2
	2	2	6	5	13

WORK

Maharaja's College	Lectures	84	Note-books	38	
Maharani's College	"	8	"	1	
Inter.Col. Mysore	"	12	"	5	
		104		44	
Central College	"	-	"	-	
Inter.Col.Bangalore	"	16	"	12	
W.I.C.B.	"	8 (allowing Senior Arts next year)			
		24		12	

PROPOSED STAFF

Prof. 2: Asst.Prof. 2. Lecturers 9. - 13

O.

PHYSICS

PRESENT STAFF

	Prof.	Asst.Prof.	Lectr.	Demr.	
Central College	2	3	2	2	9
W.I.C.B.	-	-	-	2	2
Inter.Col.Bangalore	-	1	1	5	7
Inter.Col.Mysore	-	1	1	2	4
	2	5	4	11	22

WORK

Central College	Lectures.	49 2(E.C.)	Prac.	63 8(E.C.)	Corrn. 25
Inter.Col.Bangalore		10 2(L.M.P.)		80	35
W.I.C.B.		6		4	6
		69		159	66
Inter.Col.Mysore		10 2(M"c)		32	39

PROPOSED STAFF

Prof. 2 : Asst. Prof. 5: Lectr. 15: 22.

O.

CHEMISTRY

PRESENT STAFF :

	Prof.	Asst.Prof.	Lectr.	Demr.	
Central College	2	3	3	1	9
Medical College	1	-	-	1	2
W.I.C.B.	-	-	1	1	2
I.C.B.	-	-	3	6	9
I.C.M.	-	1	1	3	5
	3	4	8	12	27

WORK

Central College	Lectures	33 1 (E.C.) 3 (L.M.P.)	Prac.	89 8(E.C.) 1(L.M.P.)	Corrn. 33
Inter.Col.Bangalore		21		125	42
W.I.C.B.		4		8	10
		62		231	85
Inter.Col. Mysore		12		48	34

PROPOSED STAFF

Prof.3: Asst.Prof. 4: Lecturs. 20 : 27.

O.

G E O L O G Y.

PRESENT STAFF:

	Prof.	Asst. Prof.	Lectr.	Demr.	
Central College	1	1	1	2	5
W.I.C.B.	-	-	-	-	-
Inter.Col.Bangalore	-	-	1	2	3
Inter.Col.Mysore	-	1	-	1	2
	1	2	2	5	10

WORK

Central College	Lectures	40	Prac.	35	Corrn.	16
		1	(E.C.)	2	(E.C.)	
I.C.B.		14		13		10
		55		50		26
Inter.Coll.Mysore		4		12		2

PROPOSED STAFF

Prof. 1 Asst.Prof. 3 Lectr. 6 : 10

O.

ZOOLOGY

PRESENT STAFF

	Prof.	Asst.Prof.	Lectr.	Demr.	
Central College	1	1	1	2	5
W.I.C.B.	-	-	1	-	1
I.C.B.	-	-	1	2	3
I.C.M.	-	1	-	1	2
	1	2	3	5	11

PHYSIOLOGY

Medical College	1	-	2		3

WORK

Central College	Lectures	40.	Prac. 51	Corrn.	10
I.C.B.		6	35		13
W.I.C.B.		4	4		8
		50	90		31
I.C.M.		4	12		8
		1 Ml.Col.			

PROPOSED STAFF

Prof. 1: Asst.Prof.2: Lect.8: 11.

BOTANY

PRESENT STAFF

	Prof.	Asst.Prof.	Lectr.	Demr.	
Central College	1	1	-	3 *	5
W.I.C.B.	-	-	1	1	2
I.C.B.	-	-	1	2	3
I.C.M.	-	1	-	1	2
	1	2	2	7	12

WORK

Central College	Lectures 28	Prac. 69 3(L.M.P.)	Corrn. 11	
I.C.B.	6	44	6	
W.I.C.B.	4	8	6	
	41	121	32	
I.C.M.	4	20	9	

PROPOSED STAFF

Prof.1: Asst.Prof. 2: Lectr. 8: 11. *
(+1. to be created)

O.

* one post vacant since end of March 1934 to be continued

PART TIME POSTS : PHYSICAL CULTURE ETC.

PRESENT STAFF

Maharaja's College: 2 Pandits Part-time

Physical Culture 1 on 70
1 on 45.

Central College: Physical Culture - 1 on 60.

Maharani's College: Music - Part-time 30
Urdu Part-time 25
Sanskrit -do- 20 (temp)

Engineering College: Economics - Part-time 25
Physical Culture 50.

Medical College - all part-time except Physiology & Chemis

Medical School - --do--

W.I.C.B.	Kannada, Sanskrit, Tamil Urdu	Part-time 25.
I.C.B.	Urdu Tamil Telugu	Rart-time 25.
I.C.M.	Urdu Telugu Tamil	Part-time 25.

O.

S A N S K R I T

PRESENT STAFF

	Prof.	Asst.Prof.	Lectr.	Tutor.	Pandit	
Maharaja's College	1	1	1	1		4
Central College	-	-	-	1	1	2
Maharani's College	-	-	-	-	-	-
Women's Inter.Col.	-	-	-	-	-	-
Inter.Col.Bangalore	-	-	1	2	-	3
Inter.Col. Mysore	-	-	-	-	2	2
	1	1	2	6	1	11

Plus part-time Maharaja's College 2
Maharani's College 1

WORK :

Maharaja's College - Lectures	57	Prac.	-	Note-books	21	
Maharani's College - "	10	"	-	"	3	
Inter.Col. Mysore "	15	"	-	"	20	
	82		-		44	
Central College "	9		-		5	
Inter.Col.Bangalore "	26		-		27	
W.I.C.B. "	12		-		8	
	47				40	

PROPOSED STAFF

Prof. 1 Asst.Prof. 1 Lecturers 8 Pandit 1 : 11

plus Part-time 3.

URDU, PERSIAN AND ARABIC

PRESENT STAFF

	Prof.	Asst.Prof.	Lecturer.	Tutor.	Munshi.	
Maharaja's College	1	-	-	1	1	3
Central College	-	-	-	1	-	1
Maharani's College	-	-	-	-	-	(P-T-1)
Women's Inter.Col.	-	-	-	-	-	(P.T.1)
Inter.Col.Bangalore	-	-	-	-	1	1
Inter.Col.Mysore	-	-	-	-	1	1
	1	-	-	2	3	6

WORK

Maharaja's College	Lectures	18	Prac.	-	Note-books	-
Maharani's College	"	16		-		-
Inter.Col.Mysore	"	24		-		-
		58				
Central College	"	10				
Inter.Col.Bangalore	"	22				
W.I.C.B.	"	8				
		40				

PROPOSED STAFF

Professor. 1 Lecturer 2. Pandit. 3. : 6

Plus Part-Time 4

Statement showing the general scheme of revision as per Council decision, Vice Chancellor's proposals and the Financial Secretary's Note of 22nd November 1934.

Designation	Present		Council decision		Vice Chancellor's proposals (R/Statt.)		Financial Secretary's note of 22-11-1934.	
	No.	Scale	No.	Scale	No.	Scale	No.	Scale
Professors	* 10	500-50-1000	I grade	700-30-850	No change in the Council decision is proposed. The V.C. has not suggested any ~~slight~~ reduction in the proposals sent up.		(1) 6	I grade
	2	400-50-700					14	II "
	4	400-30-700	II "	400-25-700			(The number of Professors in the higher grade of Rs.700 to 850 may be reduced from 8 to 6 and the two posts relegated to the lower grades and three posts of Professors on Rs.400 to 700 to be relegated to the lower post of Assistant Profs. vide Para 134 of the Notes.	
	6	400-25-700	(with an Overseas allowance of Rs. 150 & Rs.100 respectively).					
	2	400					(2) A change in the scheme of Overseas allowances is proposed. Vide Sub para 2 of para 134 of the Notes	
	24		Number here not fixed. The V.C. to be requested to propose all possible reduction in the number of Professors. The No. of persons in the higher grades has to be kept as low as possible in order to bring down the total cost.					
Assistant Professors.	Allowance to Supdts. at Rs. 50 each p.m.		Allowance to Supdts at Rs. 50 each p.m.		No change		No change	
Comptroller's figures	2	on Rs. 350	Not exceeding 5 on Rs. 350 (Selection grade)		10 on Rs. 350		No. of Asst. Professors should be reduced to 34. — Sub para 3 of para 134 of the Notes	
	24 ~~28~~ ~~28~~	200-20-300	Rest on 200-25/2-300		26 on 200-25/2-300		No. of Asst. Profs. on a fixed pay of Rs. 350 to be reduced to 5 if not 2, the present number. — para 134 of the Notes	
	2	1+1 temp. on 200						
	3	2+1 " 125						
	31+5							
turers L	8 on 125-	100-10-150	Pay to be fixed as fo		ers on		Total number should be [illegible]	
		Fee fixed	(2) "	75-5-15				

	D: 35+20 on 75-10-125 D: 1+18 on 75 fixed. ----------	placed in Class (1) (- About 25 on temporary basis on Rs. 75/- p.m.	(The V.C. prefers to have only one running grade like 75-5-150-10-250) or 75-5-150/3-10-250 for Lecturers.) 22+3 Lecturers on Rs 75/- fixed.	there should be no addition to the number of posts on their account. The maximum pay of Lecturers may be reduced to Rs. 200 and need not be increased to Rs. 250/- — Para 135 of the Rules Not more than 10 to be fixed in 150-10-250 grade. — Para 135 of the Rules
Total	74+51			

General
[Effect or Extra Cost etc. of the proposals]

The V.C. was asked to propose all possible reduction (both in the number of men and the scales of pay) in order to bring down the total cost and reduce expenditure below the present level. (Para 100)

From the proposed scheme of the V.C., there would be no reduction in the existing strength (or cost) On the other hand, the scheme proposes an increase in the No. of posts in the senior grades of Asst. Profs. and Lecturers. The preferable alternative grade proposed for Lectrs. is also such as would raise the cost. The V.C. states however that this would be "a scheme of minimum requirements in staff, consistent with effective teaching and with some opportunity for carrying on original research". He requests that orders may not be passed adversely to any of these recommendations without previously obtaining his opinion on what the Govt. propose to order.

The proposed scheme of the V.C. would involve an extra cost of Rs. 38,852/- p.a. and not Rs. 16,685/- as worked out by the University. The proposal now sent is in respect of the tutorial staff of the Arts Colleges only and not of the Engineering and the Medical Colleges. When these scales are applied to the staff of the latter two Colleges, the extra cost will further increase.

While we have been revising the scales of pay in all departments with a view to effect savings, there is no justification financially for improving the scales in the University, and give incremental scales of pay to men now on fixed pay and for incurring extra cost thereby. I therefore think there should be a certain percentage of savings in the University also.

The University's letter does not make it clear why the entire staff employed in the Intermediate Colleges at Tumkur and Shimoga should not be completely retrenched and why the staff should have been kept on, as supernumerary. I see from a proposition statement, sent prior to the abolition of the Colleges at Shimoga and Tumkur, that the total number of Asst. Profs. was 40 including 2 Asst. Profs. of the two Inter-Colleges, and that the total number of Lecturers &c. 123 including 6 of the two Inter-Colleges. The

NO.

No. now proposed is 36 Asst. Profs. and 128 Lecturers, i.e. Total 164, almost the same number that existed before the abolition of the two Colleges. This means that the number of men with whose help 2 more Colleges were being run are proposed to be continued in full even when the 2 Colleges were abolished as a measure of retrenchment. This is not financially justifiable and it stands to reason that there should be reduction of the staff that had been employed in the two Inter Colleges.

As we cannot find money for extra expenditure and there is need for reducing cost, the University should be able to find the means to show savings to the extent of at least 10% of the present cost. It is stated that the staff now proposed is the minimum required for the University. It is very difficult to say how far this statement is to be accepted and that reduction cannot be made. If the University authorities are only willing, I should think that it may not be impossible for them to suggest a reduction in the staff. It is, I think, a fact that, in some of the higher classes of the University, the number of students is too small and the teachers could handle a larger number without any trouble, inconvenience or extra cost. Excessive multiplication of courses and classes result in a small strength in each class and extra avoidable expenditure. I would therefore suggest that the University should be required, by attending to the above points and in other ways, to reduce the number of the staff and extra cost in accordance with the Council Resolution dated 2nd August 1934. Unnecessary classes and courses, and where this minimum is not forthcoming, the students might be required to take up an allied course. (Paras 129-132)

R might be abolished, and students q

The need for [illegible] Govt. Depart[illegible] unnecessary [illegible] like all other [illegible] expenditure

manage with a [illegible] budget [illegible] interim
able retrenchment being effected and pending such
examination, some of the present temporary staff
should be continued on temporary basis only, and
the whole of it should not be made permanent: (Para 135
in regard to each class of appts.,

By the proposals suggested above, the extra cost
on account of the revision may be avoided and a
saving of about Rs. 9,000/- per annum could be
effected. But it seems necessary to further re-
duce the cost by reducing the number in the se-
veral grades: (Para 136).

T.R.C.B

Appendix F G—1]

SUBJECT .....

.....

.....

Section Ami

File No. 189-29

Serial No. 7

Diary No. of letter replied to .....

No. F 4160

To Under Secretary

Sir,

With reference to
Jour Letter No 20020 &
22/24.3.1933 I
fixing and revising the
Scales of pay of the teachi
Staff of the Universit
I am directed to enqui
whether information is
available as to the Scale
Salaries of Intorial Staff
in Govt Colleges in the
Madras Presidency
so, it is available, the
same may be kindly
furnished very early

Thanks

General and Revenue Secretariat

( )

the 193 .

Date of issue 9/6/33

Signed by M. M. Nair

List of enclosures .....

Copied by .....

Examined by .....

WD 71—GBPM—40,000—20-7-31.

8/7/33

GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE

General and Revenue Secretariat

Dated, Bangalore, 193.

No. E 4160 6th June 3

From

H.V. Ramasvami, Esq., M.A., B.L.,
General Secretary to the Government of His Highness the Maharaja of Mysore.

To

V. Gopalaswami Aiengar, Esq., M.A.,
Registrar, Mysore University, Mysore.

Sir,

With reference to your letter No.20020 dated 22/24th March 1933, re - fixing and revising the scales of pay of the teaching staff of the University, I am directed to enquire whether information is available as to the scale of salaries of tutorial staff in Government Colleges in the Madras Presidency. If so, the same may be kindly furnished very early.

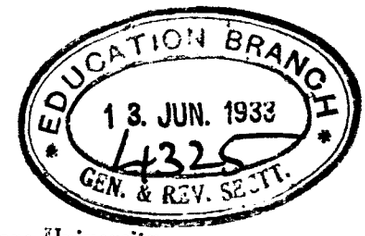
I have the honour to be,
Sir,
Your most obedient servant,

For General Secretary to Government.

ACH.2.

Tel. Address: "UNIREG"
Telephone No. 277.

University of Mysore.



No. 25367
Enc. one

Office of the Mysore University,

Dated Mysore, 12 June 1933.

Uni 189-29-8

FROM

V. GOPALASWAMI AIENGAR, ESQ., M.A.,
Registrar, Mysore University,
Mysore.

To

H.V.Ramasvami, Esq., M.A., B.L.,
General Secretary to the Government of
His Highness the Maharaja of Mysore,
Bangalore.

SIR,

With reference to your letter No.E.4160/Uni.189-29, dated the 9th June 1933, enquiring whether information is available as to the scale of salaries of the Tutorial staff in Government Colleges in the Madras Presidency, I am directed to state that the information is not available and that the same will be obtained and submitted on receipt.

I am to forward herewith a note of the scale of staff in the Madras University according to the budget of 1932-33.

I have the honour to be,

Sir,

Your most obedient servant,

Registrar.

h-12

University of Mysore.

Details of scale of staff in the Madras University.

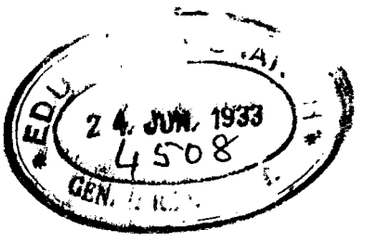
Designation		Grade
Professor:	-	Rs.750-50-1000
Reader	-	Rs.400-25-600
		Rs.400-25-500
		Rs.400
Lecturer	-	Rs.250-10-300
Senior Lecturer	-	Rs.210-15-300
Junior Lecturer	-	Rs.150-10-200

Registrar.

h-12

Tel. Address: "UNIREG"
Telephone No. 277.

University of Mysore.



No. 26261
Enc. 1

Office of the Mysore University,

Dated Mysore, 23rd June 1933

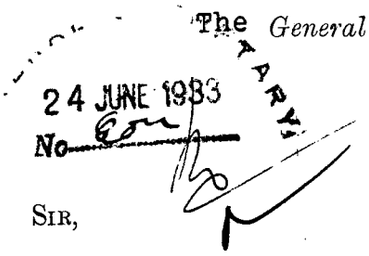
Edn 189-29-9

FROM

V. GOPALASWAMI AIENGAR, ESQ., M.A.,
Registrar, Mysore University,
Mysore.

To

The *General Secretary to the Government of*
His Highness the Maharaja of Mysore,
Bangalore.



SIR,

In continuation of this office letter No.25367, dated the 12th June 1933, I am directed to forward herewith for information, a copy of D.O.letter dated the 15th June 1933, received from the Directo of Public Instruction, Madras, furnishing information regarding the scales of salaries of the Teaching Staff (Madras Educational Service) in the Government Colleges in the Madras Presidency.

Information regarding the scales in private Colleges will be furnished on receipt therefor in this Office.

I have the honour to be,
Sir,
Your most obedient servant,

Registrar.

h-22

University of Mysore

D.O.letter dated the 15th June 1933, from the Director of Public Instruction, Madras, to the Registrar, University of Mysore.

Scale of salaries of the Tutorial staff in the Government Colleges in the Madras Presidency - Your D.O.letter No.25365,dated 12-6-33.

I presume you do not want the scales for the Indian Educational Service, recruitment for which ceased technically on 1-4-1924 and actually some years previously.

2. The scales in force up to 13-4-33 were as follows:

Men's Branch

Madras Educational Service(Professors & Lecturers).

Rs.250-25-500 Efficiency Bar - 50-800

Subordinate Educational Service(Asst.Professors & Asst Lecturers

Rs.125-5-175-7½-250 with a selection grade on Rs.250-10-300 for 5% of the cadre.

Women's Branch.

M.E.S.
(a) Four senior scale posts on Rs.250-25-500-50-750
(b) Seven Junior scale posts on Rs.200-20-400 - efficiency Bar- 25-500

S.E.S. - the same as for men.

Pandits and Munshis

(a) In the Presidency College, two on Rs.100-5-125
(b) in B.A.colleges Rs.75-4-95
(c) In Intermediate Colleges, Rs.50-3-65.

3.The revised scales for recruits from 13-4-33 are as follows:-

Men's Branch

M.E.S. Rs.200-30/2-260-40/2-500-50/2-700;eventually the posts of Principal,Presidency College and Principal,Teachers' College, Saidapet will be on the scale Rs.800-100/-2-1000.

S.E.S. Rs.100-10/2-200

Women's Branch.

M.E.S. Rs.200-30/2-500
S.E.S. the same as for men

Pandits and Munshis.

(a) In B.A.colleges, Rs.65-7½/2-110 for those holding a University Oriental degrees.
(b) In Intermediate Colleges Rs.45-5/2-60

4. Every officer who was not in the service of the Government

before the 15th of August 1931 whether in a substantive, officaiting or temporary capacity but who has before the 13th of April 1933 held any post on the existing scale of pay shall be entitled only to the new scale of pay in respect of such posts.

5. If you desire further information with regard to the Revised Scales for the many miscellaneous posts in the Professional Colleges, I recommend you to apply to the Madras Government for a copy of G.O. No.311 Public (Service) Department dated 13-4-33.

"Copy"

Registrar.

h-23.

No. 2394
Enc. 3

University of Mysore.

Tel. Address: "UNIREG"
Telephone No. 277.

V. GOPALASWAMI AIENGAR, M.A.,
Registrar.

EDUCATION BRANCH
29 JUL 1933
360
GEN. & K.V.

MYSORE,

Dated, 28/7/1933.

Educ 189-29-10

Dear Sir,

GENERAL SECTION
29 JULY 1933
No. Educ

At the interview with the Member on the 16th June 1933 in regard to the question of fixing the scale of the teaching staff of the University, I was directed to obtain information regarding the scales of pay of the teaching staff in colleges in the Madras Presidency (Government and private), to submit additional statements showing the present strength of the teaching staff in each department (permanent and temporary) and to explain the need for the confirmation of the temporary staff with reference to the requirements of the teaching departments of the University.

Infommation regarding the scales of pay in the Madras University and in the Government Colleges in Madras has already been furnished with my official letters Nos. 25367 and 26261 dated respectively the 12th and the 23rd June 1933. Herewith I am desired to submit a comparative statement of scales of pay in different places from the information received so far in reply to a request made by this University.

It is to be observed that almost all the figures given in the statements refer to local recruitment. In regard to salaries in Travancore the enclosed copy of the Director's letter

may kindly be referred to.

A statement showing the strength of the staff of each department is also submitted.

The other particulars will be submitted on examination of the college time-tables again this year after the classes are finally formed.

Yours Sincerely,

L. Srinivasa Rao

S.N.Appanna Iyengar, Esq., B.A., B.L.,
General Secretary to the Government of
His Highness the Maharaja of Mysore,
Bangalore.

k-26

University of Mysore

Letter No. 5996, dated the 29th June 1933 from the Director of Public Instruction, Travancore to the Registrar, Mysore University.

With reference to your enquiry regarding the details of the scales of salaries of the tutorial staff in the colleges in the Travancore State, I have the honour to supply the following - information:

The College of Arts, the College of Science, and the Women's College in this State are first grade colleges affiliated to the University of Madras. There are no separate Government Intermediate Colleges in Travancore.

Principals of Colleges	draw Rs.	900 a month
Professors	-do-	300-25-700
Asst.Professors	-do-	200-20-300
Lecturers	-do-	100-10-150-25/3-175

The Directors of Physical Training in Colleges draw the Lecturer's scale of pay. In the case of the Languages Department, both in the College of Science and in the Women's College, the highest paid member of the department is in the Lecturer's scale of pay. In the College of Arts, there are two Superintendents of Studies in Sanskrit and Dravidian Languages, each drawing a fixed pay of Rs. 250/- In the case of the Women's Colleges only, there is a grade of Junior Lecturer on a salary scale of Rs. 75-10-125. People in this ~~grade~~ scale correspond to Demonstrators elsewhere, and do only superintendence of practical work in the laboratories, correction of exercises etc.

The Training College for teachers in Trivandrum is affiliated to the Madras University for the L.T. Diploma. The staff consists o a Principal, a Vice-Principal, and five Lecturers. The three senior Lecturers draw Rs. 200-20-300, and the Junior Rs. 125-10-175 with a duty allowance of Rs. 25 per mensem in addition. At the present moment, the College has no Principal and the Vice-Principal draws a salary of Rs. 350-25-500. I have, however, to state that the institution is in a process of being reorganised at the present moment, and that the final orders of Government have not yet been received regarding the

two

senior posts in the Training College, and the salaries which their incumbents are to draw in the future.

As you have requested the above information in connection with the scheme which the University of Mysore have in hand for fixing the scale of teaching staff in University institutions, I think I ought to point out that the Travancore Government have just had an Education Reforms Committee sitting, which has amongst other things examined the whole question of collegiate education in this State.

The report has not yet been published, and it is, therefore, impossible to know whether the present scales are likely to be modified in the near future. I may say that I have myself addressed the Government of Travancore on this matter, and have pointed out that the scales of pay here are not only very much below those paid in Madras, but also below those paid in Mysore. I have drawn the attention of Government to the fact that there has been a steady profession of people leaving the colleges in this State for other places where better salaries are paid.

"Copy"

L.S.G. [illegible]

Registrar.

University of Mysore

Statement of present Scale of Staff.

Posts and Grade	English	History & Economics	Philosophy Psychology	Mathematics	Sanskrit	Kannada	Physics	Chemistry	Zoology	Botany	Geology	Physiology	Telugu	Tamil	Persian	Physical Culture & Hygiene	Miscellaneous	Total
Permanent.																		
Professor																		
500-50-1000	5		1				1		1	1	1	1						11
400-50-700	1		1															2
400-30-700				1			1	2										4
400-25-700		3		1	1										1			6
400						1		1										2
350				1														1
																		27
Assistant Professor																		
350	1	1																2
200-20-300	4	3		3	1	2	4	4	2	2	2		1					28
200													1					1
175																		
																		31
Lecturer																		
125-10-175	1	2	1	4				1	1									10
100-10-150	4	4	5	4	1		3	4	1		1							27
100				1														1
																		38
Tutors & Demonstrators																		
75-10-125	5	2	3	2	1		6	8		2	2				2			33
75					1													1	
																		34
Pandits & Munshis																		
85-8-125					1	1							2					4
75-5-100															1			1
60-4-80						1								1				2
45-4-65															1			1
40-4-60						2								1				3
40															1			1
Instructors																		
70																1		1
60																1		1
60																1		1
45																1		1
Superintendents																		
150-10-250																	2	2
Total Permanent	21	15	11	17	6	7	15	20	5	5	6	1	2	2	2	6	4	2	147
Visiting Pandits																		
allowance																		
45 (for 9 months)					2													2
Total permanent & visiting staff (C.O.)	21	15	11	17	8	7	15	20	5	5	6	1	2	2	2	6	4	2	147

University of Mysore

Statement of present scale of staff

	English	History & Economics	Philosophy Psychology	Mathematics	Sanskrit	Kannada	Physics	Chemistry	Zoology	Botany	Geology	Physiology	Telugu	Telugu	Tamil	Persian	Physical Culture	Extension Education	Music	Total
Permanent & Visiting Staff (P.T.)	21	15	11	17	8	7	15	20	5	5	6	1	2	2	2	6	4	2		149
Temporary																				
Professor																				
400													1							1
Assistant-Professor																				
200		1																		1
175		1		2			1				1									5
Lecturer																				
100-10-150	1	2		1	1	2	1	2		2										12
100								1												1
Tutors and Demonstrators																				
75-10-125	3	1	2	6			3	2	3	1	1									22
100									1											1
75	1			2	4		2	2	2	3	2									18
Pandits & munshis																				
50						1														1
Total Temporary	5	5	2	11	5	3	7	7	6	6	4		1							62
Part-time																				
Pandits & munshis allowed																				
25 for 12 months																1				1
30																			1	1
25 for 9 months						1								2	3	2				8
20 for 9 months					1															1
15 - do -																1				1
Total Part-time					1	1								2	3	4			1	12
Grand Total	26	20	13	28	14	14	22	27	11	11	10	1	3	4	5	10	4	2	1	223

27.7.53

Registrar,
University of Mysore,
MYSORE.

Statement of the Scale of Salaries of

— Existing Grades —

	University of Mysore. Rs	Travancore Rs	Madras Government Colleges. Rs	University of Madras Rs	University of Bombay Rs
Principals		900			
Professors	500-50-1000 400-50-700 400-30-700 400-25-700 400 350.	300-25-700	M.E.S. 200-30/2-260-40/2-500-50/2-700 200-30/2-500	750-50-1000	800-50-1
Additional Professor					
Assistant Professors	350 200-20-300 200 175	200-20-300	S.E.S 100-10/2-200		
Lecturers.	125-10-175 100-10-150 100	100-10-150-25/3-175 200-20-300 125-10-175		210-15-300 250-10-300 250 200 150-10-200 150	
Tutors and Demonstrators	100 75-10-125 75	75-10-125 (Junior Lecturer)			
Pandits and munshis.	85-8-125 75-5-100 60-4-80 45-4-65 40-4-60 50 45		65-7½/2-110 45-5/2-60		
Readers				400-25-600	550-50-75 (whole-time University teacher or read
Asstt Assistant				60	
Instructors	70 60 50 45				
Superintendents Intermediate Colleges	allowance Rs 50				

Tutorial staff

Benares Hindu University Rs	Osmania University Hyderabad Rs	Pachaiyappa's College Madras Rs	University of Mysore Professors Rs	Lucknow University	
1000					
500-50-750	500-50-1000	250-25-400	700-50-1000	500-50-1000	800
	600-50-800		400-30-700		
		200-10-300			
300-20-500	350-25-600	125-15-200-10-250	250-20-300		
100-15-300	250-15-400				
		100-5-125-10-150-	150-10-250	250-25-450	250-10-350
			75-5-100-10-150		
				150-10-250 (Science)	150-10-2
100-10-150	250-15-400	60	75-	225-250 (Med)	
			75-10-125-		150-10-20
			45-4-65-		
				500-50-800	400-25-650
		70			
		60			
		50			
		40-			
		400			

Registrar,
University of Mysore
MYSORE.

CS 207

870

291/C.S Dy 4/8/34

Dear Dr.Metcalfe,

I am desired to forward herewith a copy of the tentative decisions that were arrived at in regard to the revision of the scales of pay of officers in the Mysore University, at the meeting of the Council held on 2nd August 1934 at which you were also present.

You were good enough to promise at the meeting to send up detailed proposals indicating the number of persons to be placed in each of the several grades, so as not to involve any extra cost but on the other hand result in substantial savings.

Keeping in view the fact that any large increase has to be avoided

Draft for approval

RR 3/8/34

Government will be obliged if you will kindly favour them with your proposals in the matter at an early date.

Yours sincerely,

RR 3/8

Chief Secretary to Govt.

To

Dr.E.P.Metcalfe, D.Sc., F.INST.P.,
Vice Chancellor, Mysore University.

II nd words
Nos 1
Yes Sir.

Issued 3.8.34.

Issue Copy RR 4/8/34

B.K.M.

4th August 34.

291/C.B
Encl

Dear Dr. Metcalfe,

I am desired to forward herewith a copy of the tentative decisions that were arrived at in regard to the revision of the scales of pay of officers in the Mysore University, at the meeting of the Council held on 2nd August 1934 at which you were also present.

You were good enough to promise at the meeting to send up detailed proposals indicating the number of persons to be placed in each of the several grades keeping in view the fact that the number of persons in the higher grades has to be kept as low as possible in order to bring down the total cost.

Government will be obliged if you will kindly favour them with your proposals in the matter at an early date.

Yours sincerely,

RR 4/8/34

Dr. E. P. Metcalfe, D.Sc., F.Inst.P.,
Vice-Chancellor, Mysore University.

418

CONFIDENT IAL

14. SEP. 1934

UNIVERSITY OF MYSORE

EDUCATION BRANCH 13 SEP. 1934

No. V. 65

Enc: Statement

MYSORE.

Dated, 6th Septr. 1934.

Dear Mr. Ranga Rao,

Reference : Your letter dated the 4th August 1934

I now send you a scheme of staffing which should meet the requirements of the Arts and Science Colleges of the University for some time to come.

In drawing this up I have carefully examined the work required in each teaching department and have endeavoured to adjust the load on each individual teacher according to certain definite principles. The details I need not enter into here, but I may mention that the criterion which I have adopted is slightly more stringent than one laid down by the Madras University as not to be exceeded in its affiliated institutions. I find that, applying this criterion, the present numerical strength of the teaching staff is not far wrong, in spite of the somewhat haphazard procedure which the University has followed at times in making appointments. Of recent years I have made it a practice to scrutinize recommendations for increases of staff sent up by the institutions and have followed a conservative policy in supporting only those which appeared to be strongly justified. A few reductions have also been made : and economy of effort has been achieved by simplifications of courses which had become unnecessarily complicated, particularly through the provision of a needless number of alternative courses of study.

We are now in a position to lay down a scheme of minimum requirements in staff consistent with effective

teaching, and with some opportunity for carrying on original research. This is also the occasion for stabilizing and defining the prospects of men entering the University service in future as teachers, and of affording the necessary improvement in the conditions of service of many who have already served for many years and have reached a stage of " stagnation ".

In arranging the new scales, a great simplification is proposed. There will be four classes of teachers (excluding Pandits). Three of these will comprise all teachers permanently appointed in the University. The fourth will be a " fixed pay " class, the members of which should be appointed for strictly limited periods (two or three years) and should not ordinarily be reappointed, unless to a vacancy in one of the permanent classes.

The largest class will be that of Lecturers. A large proportion of this class will never rise above it. For such it is quite necessary to provide a scale reaching a salary reasonable for a University teacher at the time of retirement. The number of Lecturers will be just over 100. Government's proposal in respect of this grade is to make the ordinary pay 75-5-150 and to provide a selection grade of fifteen places on 150-10-250. While the first part of this proposal may not be unreasonable, it is easy to see that serious stagnation will persist if the selection grade is so limited. The fact is that 8 Lecturers are already drawing more than the maximum of the ordinary grade and that 38 more have reached the maximum, and so may be regarded as candidates for the selection grade. The present situation is difficult because of the heavy recruitment, ~~(of young teachers)~~ during the earlier period of the University, ~~[~~of young teachers~~]~~ who are now growing older and in need of

increased salary. The " age-distribution " curve of these shows a strong maximum between 30 and 35 years. The result is that retirement vacancies will not become frequent for about 20 years : and then will tend to be very frequent. The members of the present " clubbed " group will be very unfavourably placed if promotion is to go according to vacancies in a selection grade : because the lucky few who happen to get into it will block the chances of the remainder until the very end. Such a situation will give ground for much dissatisfaction. One way of meeting the difficulty in an equitable manner will be, while giving up the idea of a " selection " grade of a limited number of places, to promote to the upper grade every man who has reached the maximum of the lower grade and has also attained the age of (say) 40. This would give every University teacher a concluding minimum salary of Rs.250/-, which surely is not too much. A preferable alternative is a continuous " double grade " 75-5-150~~/3~~-10-250, modified, if necessary, to 75-5-150/3-10-2 (1) I would invite the serious attention of Government to the reality of the problem to be dealt with and to this reasonabl way of dealing with it. This will certainly run up the cost somewhat during the later years of service of the present " clubbed group " but the compensation will come when this group is replaced by new recruitment.

Coming next to the group of Assistant Professors, I consider that the principle of a selection grade will be of advantage in stimulating keenness in members who have no prospect of appointment as Professors. The total number of Assistant Professors is about 40 and a selection grade of 10 (2) is proposed. It must be remembered that two Assistant Professors have already reached the pay entitling them to the selection grade, one has been recommended repeatedly for equivalent promotion and should be included, while 18 have

reached the limit of the ordinary grade and 2 more will shortly do so. In these circumstances the number 10 is by no means excessive.

It should be made clear that both the appointments to the cadre of Assistant Professors and promotion to the selection grade will be made purely on considerations of merit. Vacancies of Assistant Professorships should be filled up by open recruitment and should not be regarded as opportunities for promotion automatically from the lecturer's cadre. Only in this way can the teaching departments be kept efficient in the higher studies ; and once a teacher is appointed an Assistant Professor, the prospect of further promotion to the selection grade as a reward of really meritorious work will prove a powerful incentive to continued endeavour.

In this respect promotion to the selection grade of Assistant Professors should be on different grounds from those governing promotion to a possible selection grade of Lecturers, should Government (in spite of the serious objections I have pointed to) decide to create such. In the former case the promotion should be by merit. In the latter chiefly by seniority (of age ?) conditionally on approved service.

In the matter of the two grades of Professors, I have adopted the status quo.

As a result of my scrutiny of the teaching load in each subject-department I am proposing a readjustment of st as indicated below : -

University of Mysore.

Subject		Reduction	Increase
English	..	1	-
Kannada	..	-	1
Chemistry	..	-	1
Geology	..	1	-
Zoology	..	-	1
Botany	..	-	1
		2	4

(net increase is 2).

All the posts in the proposed scheme will be permanent excepting the four indicated as temporary, whose tenure will have to be examined again after the question regarding the Women's colleges is disposed of. The posts are necessary until then.

The scheme involves the following changes : -

(1) All the present Demonstrators and Tutors who are effectively permanent will become Lecturers.

(2) Demonstratorships and Tutorships will be appointments held for short terms (of two or three years) on fixed pay.

(3) The following conversions of posts will be made : -

(a) One Assistant Professorship of Mathematics into a Professorship of Applied Mathematics and Astronomy, when an Assistant Professorship becomes vacant.

(b) Three Assistant Professorships in Physics, Mathematics and History respectively becomes Lectureships when the present Assistant Professorships fall vacant.

(c) Five Lectureships in Geology (1), Philosophy (2), History (1) and Kannada (1) become Assistant Professorships immediately owing to necessities of the departments.

(d) Six Lectureships in Physics (1), Philosophy (2), History (1), English (2) become Demonstratorships or Tutorships when the present Lectureships become vacant.

As a result of the heavy recruitment of young men during a comparatively brief period, to which I have already referred as the chief cause of our present difficulties, we are confronted with a certain situation to which we have to conform in order to avoid injustices to individuals.

University of Mysore.

this reason it is inevitable that the cadres representing our minimum requirements, towards which we have to work, will be exceeded in many instances at first.

It may be kept in mind that this is the first systematic plan which appears to have been made to stabilize the personnel required to work the most important part of the University. It should provide a groove in which the machine may be expected to run smoothly in future : but the process of getting the machine into the groove naturally requires careful handling to avoid an undesirable jolt.

I shall be glad to discuss the matter further, if necessary, with the Second Member or with the Council. I particularly request, however, that orders may kindly not be passed adversely to any of these recommendations without previously obtaining my opinion on what Government propose to order.

The matter of the position of the Registrar does not actually arise here, but since a note was made on one of the relevant files suggesting a position inferior to that of a Professor of the lower grade, I wish to mention that I cannot agree to such a proposal. The Registrar's duties and responsibilities are commensurate with a Professor's: he is in the position frequently of issuing orders to Professors : his position in other Universities is that of a Professor and has never been lower than that in this University. The present Registrar, both in point of ability and devotion to duty is in no way inferior to his predecessors and should certainly not be given an inferior position.

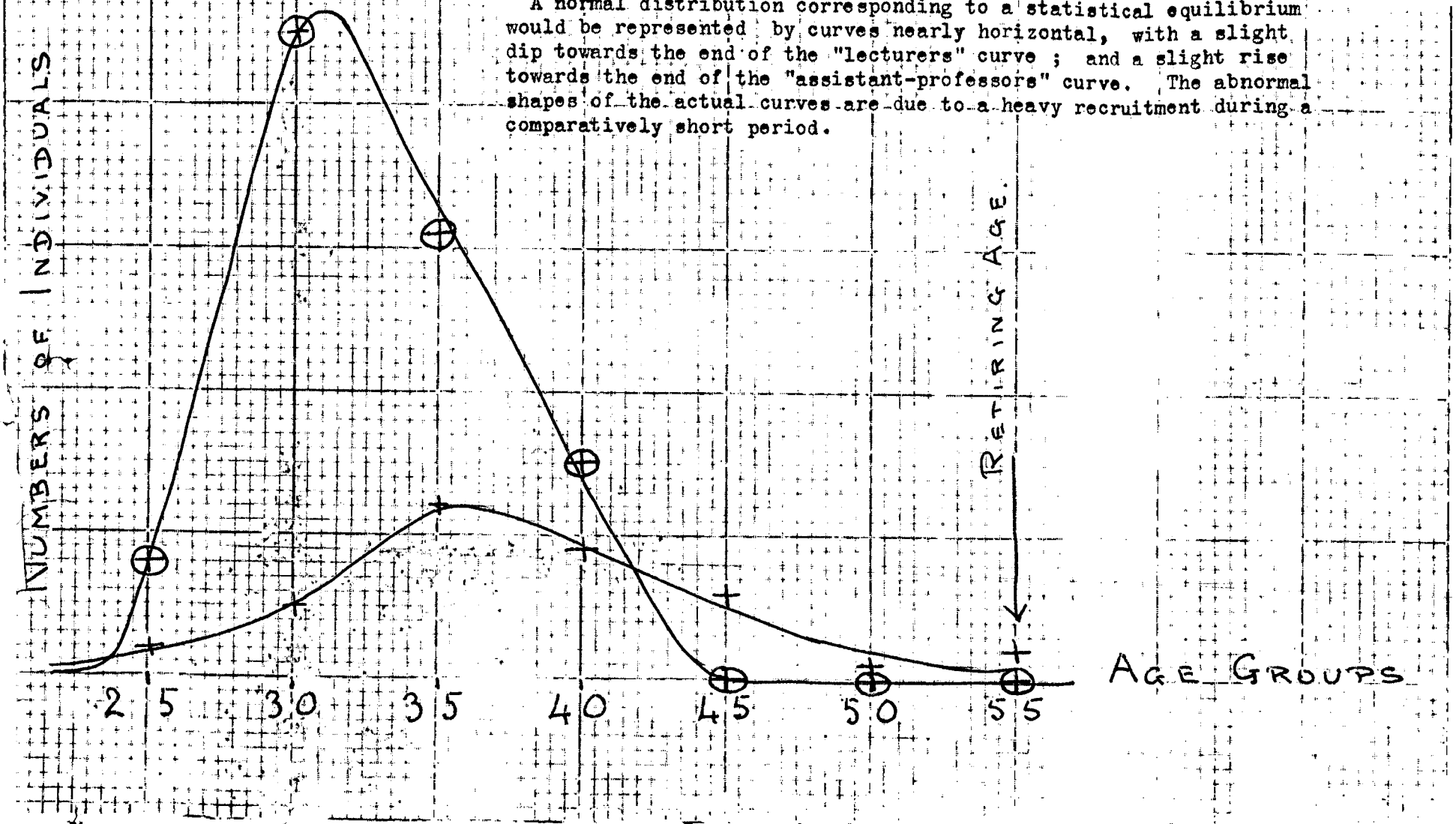
Yours sincerely,

C. Macnaghten.

R. Ranga Rao, Esq., B.A.,B.L.,
Chief Secretary to Government,
Bangalore.

Age Distribution Curves of Assistant Professors (Lower Curve +) Lecturers (Upper Curve ⊕) in 1934.

A normal distribution corresponding to a statistical equilibrium would be represented by curves nearly horizontal, with a slight dip towards the end of the "lecturers" curve ; and a slight rise towards the end of the "assistant-professors" curve. The abnormal shapes of the actual curves are due to a heavy recruitment during a comparatively short period.



UNIVERSITY OF MYSORE

STRENGTH OF TEACHING STAFF.

		PRESENT.		PROPOSED.	
PROFESSORS ..	1st Class ..	8		8	
" ..	2nd Class	15		15 (14)	
ASSISTANT PROFESSORS					
	Senior Grade ..	2		10	
	Junior Grade ..	33		26 (30)	
LECTURERS					
	Senior Grade ..	8		Senior Grade 20 X	103(101) (1 tempy
	Junior Grade ..	44		Junior Grade 83	
TUTORS & DEMONSTRATORS			109		
	Graded Pay ..	57			
TUTORS & DEMONSTRATORS					
	Fixed Pay ..		19	25(24)	(3 temp)
PANDITS	..		13	14	
	Total ..		199	201	

O.

X. Subject to recommendation in covering letter.

UNIVERSITY OF MYSORE.

PANDITS.

PRESENT SCALE		PROPOSED SCALE	
GRADE	NUMBER	GRADE	NUMBER
A - 85- 8- 125	.. 4	A - 80- 4- 120	3(4)
B - 75- 5- 100	.. 1(vacant)	B - 60- 4- 80	4(2)
C - 60- 4- 80	.. 2 (1 vacant)	C - 40- 4- 60	7 (8)
D - 45- 4- 65	.. 1		
E - 40- 4- 60	.. 3		
F 50	.. 1		
G 45	.. 1		
	-----		-----
Total	.. 13	Total	14 (14)

UNIVERSITY TEACHING STAFF

ABSTRACT STATEMENT OF SCALE BY TEACHING DEPARTMENTS.

Department.	PRESENT						PROPOSED.						
	Prof.	Asst. Prof.	Lectr.	Tutor or Demr.	Pandit.	Total.	Prof.	Asst. Prof.	Lectr.	Tutor or Demr.	Pandit.	Total	Remarks
ENGLISH	5	6	6	9*	-	26	5	6	11(13)	3(1)	-	25	*(including 1 v
KANNADA	1	1	3	-	5	10	1	2	2	-	6	11	
SANSKRIT	1	1	2	6	1	11	1	1	5	3	1	11	
TAMIL	-	-	-	-	2	2	-	-	-	-	(ಅ)2	2	
TELUGU	-	-	-	-	2	2	-	-	-	-	(ಅ)2	2	
URDU, PERSIAN & ARABIC.	1	-	-	2	3	6	1	-	2	-	3	6	
HISTORY AND ECONOMICS	3 @	5	8	4		20	2	5(6)	10+1	2(1)		20	@ (1 v)
PHILOSOPHY, PSYCHOLOGY & LOGIC.	2	-	6	5		13	2	2	7(9)	2(nil)		13	
TEACHING	1	2	(ಅ)	.		3	1	2	-	-		3	
MATHEMATICS	2	6	7	11		26	3(2)	4(6)	16(15)	3		26	
PHYSICS	2	5	4	11		22	2	4(5)	13(13)	2+1ಟ(ಅ+1)		22	(ಟ): temporary
CHEMISTRY	2	4	8	11		25	2	4	17(15)	2+1ಟ(ಅ+1)		26	(ಟ): temporary
GEOLOGY	1	1	3	5 (ಟ)		10	1	2	5(4)	1(2)		9	(including 1 v
ZOOLOGY	1	2	3	5		11	1	2	7(6)	2(3)		12	
BOTANY	1	2	2	7		12							

TOTAL ..	23	35	52	76	13	199	23(22) 36(40) 102+1V (100+1) 22+3V-14 (21+3) 201

V : Vacant at present

(@): A lecturer appointed for this year is not included.

† Tutors and Demonstrators under present scale include both those on graded pay and those on fixed pay; while in the proposed scale, those on graded pay are classed under Lecturers.

Figures within brackets indicate the immediate composition of staff personal to present incumbents, where it varies from normal.

The four posts shown as temporary will continue as such until the question regarding Women's Colleges id decided.

A separate statement regarding the scale of Pandits is appended.

O.

UNIVERSITY OF MYSORE

Department	Institution	PRESENT SCALE						PROPOSED SCALE						Remarks
		Prof.	Asst. Prof.	Lectr.	Tutor or Demr.	Pandit.	Total.	Prof.	Asst. Prof.	Lectr.	Tutor or Demr.	Pandit.	Total	
ENGLISH	MAHARAJA'S COLLEGE	2	2*	1	1	..	6	2	2	1(2)	1(0)	..	6	*(One against Prof.)
	CENTRAL COLLEGE	2	2	-	1	..	5	2	2	0(1)	1(0)	..	5	
	MAHARANI'S "	1	1	-	-	..	2	1	1	-	-	..	2	
	WOMEN'S INTER. COLLEGE	-	1	-	1	..	2	-	1	-	1	..	2	
	INTER. COLLEGE BANGALORE	-	-	3	4@	..	7	-	-	6	-	..	6	@(including 1 v.)
	INTER. COLLEGE MYSORE	-	-	2	2	..	4	-	-	4	-	..	4	
		5	6	6	9£	..	26	5	6	11(13)	3(1)	..	25	£.(including 1 v).
KANNADA	MAHARAJA'S COLLEGE	1	-	1†	-	2	4	1	1	-	-	2	4	† against Asst Prof
	CENTRAL COLLEGE	-	1	-	-	1	2	-	1	-	-	1	2	
	MAHARANI'S ""	-	-	-	-	1	1	-	-	-	-	1	1	
	W. I. C. B.	-	-	-	-	-	-	-	-	-	-	-	-	
	I. C. B.	-	-	1	-	1	2	-	-	1	-	1	2	
	I. C. M.	-	-	1	-	-	1	-	-	1	-	1	2	
		1	1	3	-	5	10	1	2	2	-	6	11	

SANSKRIT - MAHARAJA'S COLLEGE.	1	1	1	1	-	4	1	1	1	1	-	4	
CENTRAL COLLEGE-	-	-	1	1	2		-	-	1	-	1	2	
MAHARANI'S ""	-	-	-	-	-		-	-	-	-	-	-	
W. I. C. B.	-	-	-	1[a]	-	1	-	-	-	1	-	1	a. Transferred from I.C.
I. C. B.	-	-	1	1	-	2	-	-	2	-	-	2	
I. C. M.	-	-	-	2	-	2	-	-	1	1	-	2	
	1	1	2	6	1	11	1	1	5	3	1	11	
URDU, PERSIAN & ARABIC -													
MAHARAJA'S COLLEGE	1	-	-	1	1	3	1	-	1	-	1	3	
CENTRAL COLLEGE	-	-	-	1	-	1	-	-	1	-	-	1	
MAHARANI'S COLLEGE	-	-	-	-	1	-	-	-	-	-	-	-	
W. I. C. B.	-	-	-	-	1	-	-	-	-	-	-	-	
I. C. B.	-	-	-	-	1	1	-	-	-	-	1	1	
I. C. M.	-	-	-	-	1	1	-	-	-	-	1	1	
	1	-	-	2	3	6	1	-	2	-	3	6	
TAMIL -													
MAHARAJA'S COLLEGE	-	-	-	-	1	1	-	-	-	-	1	1	
CENTRAL COLLEGE	-	-	-	-	1	1	-	-	-	-	1	1	
	-	-	-	-	2	2	-	-	-	-	2	2	
TELUGU -													
MAHARAJA'S COLLEGE	-	-	-	-	1	1	-	-	-	-	1	1	
CENTRAL COLLEGE	-	-	-	-	1	1	-	-	-	-	1	1	
	-	-	-	-	2	2	-	-	-	-	2	2	

Department.	INSTITUTION	PRESENT SCALE					PROPOSED SCALE					Remarks.
		Prof.	Asst. Prof.	Lectr.	Tutor or Demr.	Total.	Prof.	Asst. Prof.	Lectr.	Tutor or Demr.	Total	
HISTORY & ECONOMICS												
	MAHARAJA'S COLLEGE	2	4	2*	2	10	2	3(4)	3(3)	2(1)	10	* (1 against Asst. Prof.)
	MAHARANI'S COLLEGE	1@	1	-	-	2	-	1	1	-	2	@ (vacant)
	W. I. C. B.	-	-	-	1 &	1	-	-	1 :x:	-	1	& (against Lectr.)
	I. C. B.	-	-	3	1 "	4	-	1	3	-	4	" (against Lectr).
	I. C. M.	-	-	3	-	3	-	-	3	-	3	:x: (tempy).
		3	5	8	4	20	2	5(6)	11(11)	2(1)	20	/(including 1 temp)
PHILOSOPHY, PSYCHOLOGY & LOGIC -												
	MAHARAJA'S COLLEGE	2	-	4	2	8	2	2	2(4)	2(nil)	8	
	W. I. C. B.	-	-	-	1 *	1	-	-	1	-	1	*(Transferred from I.C.B.)
	I. C. B.	-	-	1	1	2	-	-	2	-	2	
	I. C. M.	-	-	1	1	2	-	-	2	-	2	
		2	-	6	5	13	2	2	7(9)	2(nil)	13	
T E A C H I N G -												
	MAHARAJA'S COLLEGE	1	2	-	-	3	1	2	-	-	3	

MAHARAJA'S COLLEGE	1	2	2	1	6	1	2	2	1	6	
CENTRAL COLLEGE	1	3	2	1	7	2(1)	2(4)	2(1)	2	8	
W. I. C. B.	-	-	-	2 *	2	-	-	2	-	2	*(1 against Lectr)
I. C. B.	-	1	1	5	7	-	-	6	-	6	
I. C. M.	-	-	2	2	4	-	-	4	-	4	
	2	6	7	11	26	3(2)	4(6)	16(15)	3	26	
PHYSICS -											
CENTRAL COLLEGE	2	3	2	2	9	2	3	2(3)	2(1)	9	
W. I. C. B.	-	-	-	2	2	-	-	1	1 *	2	*(temporary)
I. C. B.	-	1	1	5	7	-	0(1)	7(6)	-	7	
I. C. M.	-	1	1	2	4	-	1	3	-	4	
	2	5	4	11	22	2	4(5)	13(13)	3(2) @	22	@(including 1 temporary)
CHEMISTRY -											
CENTRAL COLLEGE	2	3	3	1	9	2	3	3	2	10	
W. I. C. B.	-	-	1	1	2	-	-	1	1 *	2	* (temporary)
I. C. B.	-	-	3	6	9	-	-	9(7)	0(2)	9	
I. C. M.	-	1	1	3	5	-	1	4	-	5	
	2	4	8	11	25	2	4	17(15)	3(5) *	26	* (including 1 temporary)
GEOLOGY -											
CENTRAL COLLEGE	1	1	1*	2	5	1	1	2	1	5	*(against Asst.Prof.)
I. C. B.	-	-	1	2 @	3	-	-	2(1)	0(1)	2	@(1 vacant)
I. C. M.	-	-	1 %	1	2	-	1	1	-	2	%(against Asst. Prof.)
	1	1	3	5 :x:	10	1	2	5(4)	1(2)	9	:x:(including 1 vacancy)

Department.	Institution.	PRESENT SCALE Prof.	Asst. Prof.	Lectr.	Tutor or Demr.	Total	PROPOSED SCALE Prof.	Asst. Prof.	Lectr.	Tutor or Demr.	Total	Remarks.
ZOOLOGY -												
	CENTRAL COLLEGE	1	1	1	2	5	1	1	2	2	6	
	W. I. C. B.	-	-	1	-	1	-	-	1	-	1	
	I. C. B.	-	-	1	2	3	-	-	3(2)	0(1)	3	
	I. C. M.	-	1	-	1	2	-	1	1	-	2	
		1	2	3	5	11	1	2	7(6)	2(3)	12	
BOTANY -												
	CENTRAL COLLEGE	1	1	-	3	5	1	1	2	2	6	
	W. I. C. B.	-	-	1	1	2	-	-	1	1*	2 *	(temporary)
	I. C. B.	-	-	1	2	3	-	-	3(2)	0(1)	3	
	I. C. M.	-	1	-	1	2	-	1	1	-	2	
		1	2	2	7	12	1	2	7(6)	3(4)*	13	*(including 1 temporary)

O.

Appendix F.G—1]

SUBJECT .....

.....

.....

Section Uni

File No. 189-29

Serial No. 11

No. 5819

To The Secy. Inspr. Genl (by name)

Diary No. of letter replied to .....

General and Revenue Secretariat

( )

the 193 .

Date of issue 26/9/34

Signed by .....

Sir,

With reference the V.C's to Do. letter no V 6 5 dated 6/9-1934 to the address of the Chief Tech'l Officer in regard to the revision of the grades of the University Instructional staff I am directed to request that a proposition statement showing the present Staff and cost, the cost on account of the revised scales of pay

List of enclosures .....

Copied by 26/9

Examined by.....

and the number suggested by him and the extra cost — immediate ## and average as per rules — may be kindly got prepared and submitted to this Office very early.

I am also to request the particulars re the staff that was retrenched on account of the abolition of the Int Alls @ Tuticorin & Shimoga may also be kindly furnished

Yours faithfully

Asst

24/9

24.9.34.

S. Abdul Wajid, B.A.,

GENERAL AND REVENUE SECRETARIAT

D. O. No. 8879

Dated, Bangalore, 26th September 1934.

Dear Sir,

With reference to the Vice-Chancellor's D. O. letter No.V.65 dated 6/7th September 1934 to the address of the Chief Secretary in regard to the revision of the grades of the University Tutorial Staff, I am desired to request that a proposition statement showing the present staff and cost, the cost on account of the revised scales of pay and the number suggested by him and the extra cost - immediate and average as per rules - may be kindly got prepared and submitted to this office very early.

I am further to request that particulars regarding the staff that was retrenched on account of the abolition of the Intermediate Colleges at Tumkur and Shimoga may also be kindly furnished.

Yours sincerely,

Sd. S. Abdul Wajid

DFW

V. Gopalaswami Aiengar, Esq., M.A.,
Registrar, Mysore University,
Mysore.

Tel. Address: "UNIREG"

Telephone No. 277.

UNIVERSITY OF MYSORE

17 OCT. 1934 1119 GEN'L & REV. SECTN.

CONFIDENTIAL

Uni 189-29-12

V. GOPALASWAMI AIENGAR. M.A.,
Registrar,

OFFICE OF THE UNIVERSITY OF MYSORE,

Dated Mysore, 13th October 193 4.

GENERAL SECRETARIAT 15 OCT. 1934

Dear Sir,

In compliance with your D.O. letter No.E.819/Uni.189-29-11, dated the 26th September 1934, I am desired to forward herewith a proposition statement showing the average cost of the revised scales of pay proposed by the Vice-Chancellor in his letter No.V.65 dated the 7th September 1934 addressed to the Chief Secretary. The minimum cost can accurately be made out only after the scale is sanctioned ; but roughly it may be stated to be about Rs.42,500 per mensem during the current year.

With reference to the second paragraph of your letter, I am to state that the numbers under different grades in the proposed scale in the statements furnished by the Vice-Chancellor represent the actual teaching requirements of the University with the existing courses The scale includes such of the posts originally belonging to the Intermediate Colleges at Tumkur and Shimoga as have not been already retrenched but have been kept on a supernumerary or temporary basis. It may be mentioned that on the abolition of the two colleges two posts of Assistant Professors of English were retrenched.

Yours sincerely,

S.Abdul Wajid, Esq., B.A.,
General Secretary to Government,
Bangalore.

O.

UNIVERS

Statement of proposition

Teaching Staff - (Maharaja's College,

PRESENT SCALE								
No.	Designation.	Mini-mum. Rs	Rate of increase. Rs	Maxi-mum. Rs	Average cost. Rs		No.	Des
Perm^t + Temp^y							Pt. Temp.	
~~12~~ + 0	Professors	500	50	1000	7250 8055-5/9		8 + 0	Prof
2 + 0	-do-	400	50	700	1193 1/3			
4 + 0	-do-	400	30	700	2333 1/3			
6 + 0	-do-	400	25	700	3460		15 + 0	
1 + 1	-do-	400	(fixed)	-	800			
2 + 0	Asst.Profs.	350	(fixed)	-	700		10 + 0	Asst
4 ~~28~~ + 0	-do-	200	20	300 +2(50 BA)	6500 ~~7466 2/3~~			
~~1~~ + 1	-do-	200	(fixed)		600 ~~400~~		26 + 0	
2 + ~~4~~ 3	-do-	175	(fixed)		875 1050			
8 + 0	Lecturers	125	10	175	1266 2/3		20 + 0	Lect
29 + 11	-do-	100	10	150	5333 1/3			
1 + 2	-do-	100	(fixed)	-	200 300		82 + 1	
~~75~~ + 20	Tutors & Demrs.	75	10	125	5958 1/3			
1 + 18	-do-	75	(fixed)		1425		22 + 3	
4 + 0	Pandits & Munshis	85	8	125	446 2/3		3 + 0	Pand
1 + 0	-do-	75	5	100	91 2/3			
2 + 0	-do-	60	4	80	146 2/3		4 + 0	
1 + 0	-do-	45	4	65	58 1/3			
3 + 0	-do-	40	4	60	160		7 + 0	
0 + 1	-do-	50	(fixed)		50			
1 + 0	-do-	45	(fixed)		45			
2 + 0	Visiting Pandits	45	(allce.for 9 months)		67½		2 + 0	Vis.
1 + 0	P.T. Teacher	30	(-do- 12 ")		30		1 + 0	P.T.
1 + 0	P.T. Munshi	25	(-do- -do-)		25		1 + 0	P.T.
9 + 0	P.T. Pand.& Munshis	25	(-do- 9 ")		168 3/4.		9 + 0	P.T.
1 + 0	-do-	15	(-do- -do-)		11 ¼		1 + 0	-
156 + 58	Total				41043 1/18.		211 + 4	

If all 103 Lecturers were in one grade 75-5-150/3-10-2
the average cost will be increased by Rs.1229 13/18 more per
14756 2/3 more per year, i.e. altogether by 31442 per year.

Gazetted asst portion verified as Correct. Ent portion Ver

O.

W. S. Sreenivasamurthy
Asst. Comptroller

Y OF MYSORE

r the revision of Establishment
ntral, Maharani's & the 3 Intermediate Coleges) only.

PROPOSITION

nation	PROPOSED SCALE Mini-mum. Rs	Rate of increase. Rs	Maxi-mum. Rs	Average cost. Rs	Permanent Increase per month. Rs	Permanent Decrease per month. Rs	Temporary Decrease pe Period
ssors	700	30	850	6400		850 1655 5/9	
do--	400	25	700	8650	1263 1/3		
Profs.	350 (fixed)		-	3500	2800		
o-	200	25/2	300	6817 7/9		232 7/9 ~~1198 8/9~~	
rers	150	10	250	4222 2/9	2955 5/9		
o-	75	5	150	9683 1/3	1808 1/3		
o-	75 (fixed)			1875	1575		
& Mun.	80	5	120	316		130 2/3	
						91 2/3	
o-	60	4	80	293 1/3	146 2/3		
						58 1/3	
o-	40	4	60	373 1/3	213 1/3		
						45	
Pandits	45 (allce. for 8 months)			67½			
Teacher	30 (allce. 12 ")			30			
Munshi	25 (-do- -do-)			25			
Pand.&Mun.	25 (-do- 9 ")			168 3/4.			
o-	15 (-do- -do-)			11 ¼			
otal				42433 ½	10762 2/9.	3180 1/9.	

1407 8/9

Net increase in average cost p.m. (1390 4/9)
--do- --do-- p.a. 16685 1/3.

0,
onth or

Rs 3237 5/9 p.m. 1407

eal as Corrected
shavendar
10/11
ty Comptroller

REGISTRAR.

PRESENT STAFF :

E N G L I S H.

	Profrs.	Asst.Profrs.	Lecturers.	Tutors.	
MAHARAJA'S COLLEGE :	3	1	1	1	: 6
CENTRAL " :	2	2	-	1	: 5
MAHARANI'S:	1	1	-	-	: 2
W.I.C.B.	-	1	-	1	: 2
I.C.B.	-	-	3	4	: 7
I.C.M.	-	-	2	2	: 4
	6	5	6	9	: 26

Work:

Maharaja's College:	Lectures	39	Prac:	-	Corr[n]. 30
Maharani's "	"	31	"	-	5
Inter.Coll.Mysore	"	43	"	-	" 36
		113			71
Central College :	"	24		-	33
Inter.Coll.Bangalore	"	92		-	75
Women's Inter.College	"	31		-	10
		147		-	118

Proposed staff:

Profrs. 6 Asst.Profrs. 5 Lecturers 16 : 27

O.

1119

Order H 6827-9

SA 444.34-1 7 19 30

Government direct that the scales of pay of the tutorial staff of the Arts and Science colleges of the Mysore University be revised as shown in the annexed statement

12.2.35
Financial Secretary

To the Comptroller
To the Registrar, Mysore University
To the Compiler, Mysore Gazette
Copy to General Secretary
Copy to Edn. Branch

Annexure overleaf

11.2.35

[redacted]	Present Scale	Revised Scale	Remarks.
Professors	9 500 · 50 · ~~1000~~ 1000 2 400 · 50 · 700 4 400 · 30 · 700 6 400 · 25 · 700 2 400 (including 1 temporary) 23	I Class 7 700 · 30 · 850 II Class 16 400 · 25 · 700 23	With an overseas allowance of Rs 150 p.m. in the case of European Professors With an overseas allowance of Rs 100 p.m. in the case of European Professors The two Professors now on Rs 400 (fixed) are to get into the incremental grade of Rs 400 - 25 - 700 after they have drawn Rs 400 for 2 years
Assistant Professors	2 350 24 200 · 20 · 300 3 200 (including 2 temporary) 5 175 (including 3 temporary) 21.	~~(8) 200 25/2 300 25 350~~ ~~300 25 350 Selection grade~~ 26 200 · 25/2 · 300 8 200 25/2 300 25 350 Selection grade 34	Selection grade. Promotion to this Selection grade should not be automatic but made strictly on grounds of special merit and after the officer to be promoted has drawn 300 for at least 2 years. All the eight posts need not necessarily be filled up now but only as the need for promoting officers with special merit is felt.

Demonstrators (including
11 temporary)

2 100
(including
1 temporary)

55 75·10·125
including
20 temporary
and 2 supernumeraries

19 + 4 * 75 **
(including ~~15~~
18 temporary)

124 + ~~8~~

Pandits and
Munshis

4	85·8·125
1	75·5·100
2	60·4·80
1	45·4·65
3	40·4·60

(Temporary)

1	50
1	45

13

11·2·35

68 + 1 (temporary)
and 2 super-
numeraries 75·5·150

18 + 3 (temp) 75
4 *

128 + 4 temporary
~~118 + 10 + 4 temporary~~
~~118 + 12 + 8 +~~
+ 2 supernumeraries

2 80·5·120
4 60·4·80
~~5~~ 6 + 1 40·4·60
(temp)

12 + 1 temporary

* ~~Provisional~~ Scale
Subject to verification
by the Comptroller.

12·2·35

Proceedings of the Government of His Highness
the Maharaja of Mysore.

ORDER No.

Dated Bangalore, the 11th September 1939.

Government direct that the scales of pay of the
tutorial staff of the Arts and Science colleges of the
Mysore University be revised as shown in the annexed
statement.

By Order and in the name of the Governor,
for Financial Secretary to Government.

To

The Comptroller to the Government of His Highness the
Maharaja of Mysore.

The Registrar, Mysore University.

The Compiler, Mysore Gazette.

(Annexure overleaf)

Appointment.	Present Scale.	Revised Scale.		Remarks.
Professors.	1 500-50-1000 2 450-50-700 4 400-25-700 6 400-25-700 3 400 (including one temporary)	I Class 7 II Class 16	700-50-850 400-25-700	With an overseas allowance of Rs.100/- in the case European Professors. With an overseas allowance of Rs.100/- per mensem in the case of European Professors. One two Professors now on Rs.400/- (1+1) are to get into the incremental grade of Rs.400-25-700 after they have drawn Rs.400/- for 2 years.
	32	23		
Assistant Professors.	3 250 21 200-30-300 3 200 (including 2 temporary) 5 175 (including 3 temporary)	20 8 Selection Grade.	300-25-700 2 300-25-400-30-700 2	Selection grade. Promotion to this selection grade should not be automatic but made strictly on grounds of special merit after the officer to be promoted has put in two years in the grade. All the posts need not necessarily be filled up now but only as the need for promoting officers on special merits arises.
	34	31		
Lecturers	8 125-10-175	33	175-10-275	
Tutors and Demonstrators.	40 100-10-150 (including 11 temporary) 2 100 (including 1 temporary) 55 75-10-125 (including 20 temporary and 2 supernumeraries) 14* - 75 (including 15 temporary)	9+1 (temporary) and 2 (supernumeraries) 75-2-125 10+4* (temporary) 75		* Scale subject to revision by the Committee.
	124+4	124+4 temporary + 2 Supernumeraries)		

ranklts and Sub/Kls.	4	85-3-130
	1	75-3-130
	2	60-4-80
	1	45-4-60
	2	40-4-60
(temporary)	1	50
	1	40
	12	

	2	60-5-130
	4	60-4-80
(temporary)	6+1	40-4-60
	13+1	temporary.

K Venkatesh

For Financial Secretary to Government.

P.T.O.12.

S. O.

Government of his highness the Maharaja of Mysore.

FINANCIAL DEPARTMENT.

G. O. No. Fl. 6827-9—S. & A. 444-34-1, dated 19—20th February 1935.

Revised Scales of Pay.

Sanctions the——of the Tutorial Staff of the Arts and Science Colleges of the Mysore University.

ORDER No. FL. 6827-9—S. & A. 444-34-1, DATED BANGALORE, THE 19—20TH FEBRUARY 1935.

Government direct that the scales of pay of the Tutorial Staff of the Arts and Science Colleges of the Mysore University be revised as shown in the annexed statement.

S. SHAMANNA,
Secretary to Government,
Financial Department.

To—The Comptroller to the Government of His Highness the Maharaja of Mysore.
The Registrar, Mysore University.
The Compiler, *Mysore Gazette.*

Exd.—C. K.

No. Fl. 6827-9—S. & A. 444-34-1, dated 19—20th February 1935.

ANNEXURE.

Appointment	Present Scale	Revised Scale	Remarks
Professors.	9 Rs. 500-50-1,000	I Class 7 Rs. 700–30–850	With an overseas allowance of Rs. 150 per mensem in the case of European Professors.
	2 „ 400-50-700 4 „ 400-30-700 6 „ 400-25-700 2 „ 400 (including one temporary)	II Class 16 „ 400–25–700	With an overseas allowance of Rs. 100 per mensem in the case of European Professors.
	—	—	The two Professors now on Rs. 400 (fixed) are to get into the incremental grade of Rs. 400—25—700 after they have drawn Rs. 400 for two years.
	23	23	
	—	—	
Assistant Professors.	2 Rs. 350 24 „ 200–20–300 3 „ 200 (including 2 temporary) 5 Rs. 175 (including 3 temporary.)	26 Rs. 200—$^{25}/_{2}$—300 8 „ 200–$^{25}/_{2}$–300–25–350 Selection Grade.	*Selection Grade.*—Promotion to this selection grade should not be automatic but made strictly on grounds of special merit and after the officer to be promoted has drawn Rs. 300 for at least two years. All the eight posts need not necessarily be filled up now but only as the need for promoting officers with special merit is felt.
	—	—	
	34	34	
	—	—	
Lecturers ...	8 Rs. 125–10–175	32 Rs. 150—10—200	
Tutors and Demonstrators.	40 „ 100–10–150 (including 11 temporary.)	68+1 (temporary) and 2 (supernumeraries) Rs. 75—5—150	
	2 Rs. 100 (including 1 temporary.)		
	55 Rs. 75–10–125 (including 20 temporary and 2 supernumeraries).		
	19+4* (including 18 temporary.) Rs. 75	18+4*+3 (temporary) Rs. 75	*Scale subject to verification by the Comptroller.
	—	—	
	124+4*	122+4* temporary+2 supernumeraries.	
	—	—	
Pandits and Munshis.	4 Rs. 85–8–125 1 „ 75–5–100 2 „ 60–4–80 1 „ 45–4–65 3 „ 40–4–60	2 Rs. 80—5—120 4 „ 60—4—80 6+1 (temporary) Rs. 40–4–60	
(Temporary)	1 „ 50 1 „ 45		
	—	—	
	13	12+1 temporary.	

WD 1382—GPB—350—26-2-35.

To

The Registrar,

Mysore University,

Mysore.

Sir,

With reference to correspondence ending with your D O letter dated 13th October 1934, I am directed to invite reference to G O No.Fl 6827-9 S & A 444-34-1 dated 19th February 1935, sanctioning the revision of the ~~revised~~ scales of pay of the tutorial staff of the Arts and Science colleges of the Mysore University and to state as follows:--

(1)In the Proposition statement appended to the above Government order, the number of hands in each grade has been fixed on the basis of the present scale as certified by the Audit office. (Vide Copy of Comptroller's note enclosed). In the case of Lecturers, Tutors etc, the present number as per Comptroller's note is 122 while the University has asked for 128 hands. The latter number has been provided for in the Proposition statement referred to above, subject to further verification of the present scale ~~by the Comptroller again~~.

(2)The present scale includes 5 temporary appointments, while according to the revised sanctioned scale, the number of temporary appointments will be only 5. Government consider that it may be possible to reduce the present sanctioned strength to some extent, by abolishing unnecessary classes and courses with very few students, fixing a minimum number of students for each class, and where this minimum is found not forthcoming by requiring the students to take up an allied course, etc. In order to enable retrenchment being effected if

found possible, as a result of examination in the above direction, Government desire that some of the present temporary staff should be continued on temporary basis ~~alone~~ and the whole of the ~~permanent~~ temporary establishment need not be made permanent.

I have etc.,

22-2-35

Financial Secretary

Copy of the above is forwarded with compliments to the Comptroller for information.

By order,

22-2-35

Financial Secretary

Extra

GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE

General and Revenue Secretariat

Bangalore, Dated, 2nd March 1935.

No. Fl. 7188

From

The *Financial Secretary to the Government of His Highness the Maharaja of Mysore.*

To

The Registrar,

Mysore University.

Sir,

With reference to correspondence ending with your D.O. letter dated 13th October 1934, I am directed to invite reference to C.O.No.Fl.6827-9/S&A.444-34-1 dated 19th February 1935, - sanctioning the revision of the scales of pay of the tutorial staff of the Arts and Science colleges of the Mysore University and to state as follows:-

In the Proposition statement appended to the above - Government Order, the number of hands in each grade has been fixed on the basis of the present scale as certified by the Audit Office. (Vide Copy of Comptroller's note enclosed). In the case of Lecturers, Tutors etc., the present number as per Comptroller's note is 122, while the University has asked for 128 hands. The latter number has been provided for in the Proposition statement referred to above, subject to further - verification of the present scale ~~by the Controller~~ again.

I have the honour to be,
Sir,
Your most obedient servant,
Sd/- S. Shamanna,

Financial Secretary to Government.

Memo No. Fl. 7189 Bangalore, dated the 2nd March 1935.

Copy of the above is forwarded with compliments to the Comptroller to Government for information.

By Order,
M Shamanna
For Financial Secretary to Government.

bnl.3

Appendix F G—1]

SUBJECT .....

.....

.....

(Draft approved by Member)

Section Uni

File No. 189-29

Serial No. 13

Diary No. of letter replied to .....

No. 2538

To The Regr. Uni

Sir,

General and Revenue Secretariat

( )

the *193* .

With reference to the G.O.

No. H. 6827-9/8 A. 444-Uni-1

dated 12th Feb 1935, sanctioning

the revision of the scales of

pay of the tutorial staff of

the arts & science colleges in

the University, I am directed

to request you to furnish

proposals for the allocation

of the staff of these colleges

into the revised grades,

at an early date.

Date of issue 14/3/35

Signed by Asst Secy

List of enclosures .....

Copied by .....

Examined by .....

I am to add that

in formulating allowances ~~allowances~~

proposals, the possibility of

GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE

General and Revenue Secretariat

No. G 2538 / Edn 188-29-13

Dated, Bangalore, 14th March *1935*

From

H.V.Ramasvami, Esq.,M.A.,B.L.,
The *General Secretary to the Government of His Highness the Maharaja of Mysore.*

To

V.Gopalaswami Aiengar, Esq.,M.A.,
Registrar, University of Mysore.
MYSORE.

Sir,

With reference to the Government Order No.Fl.6827-9/S&A.444-34-1 dated 19th February 1935, sanctioning the revision of the scales of pay of the tutorial staff of the arts and Science Colleges in the University, I am directed to request you to furnish proposals for the allocation of the staff of these colleges into the revised grades at an early date.

I am to add that in formulating allocation proposals, the possibility of reducing the staff as far as possible, to keep down extra recurring expenditure may also be examined.

I have the honour to be,

Sir,

Your most obedient servant,

For General Secretary to Government.

V.L.